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CAUT ACPPU
BULLETIN

Éducation à distance conférence
Voir à la page A6

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Sudbury Faculty Vote to Unionize

FACULTY members at the University of Sudbury in Northern Ontario voted overwhelmingly in favour of union representation in a December vote conducted by the Ontario Labour Relations Board.

Laurentian University Faculty Association sought Labour Board certification as bargaining agent for more than 30 full and part-time teachers and professional librarians at the undergraduate liberal arts institution, one of three smaller universities federated with Laurentian University.

Peter Simpson, the faculty association representative responsible for the organizing drive and the Labour Board proceedings, noted the university administration's opposition to the union. "But, after weathering employer dispute over the manner of polling employees, and managing delay caused by inclement weather, 85 per cent of voters supported the union in the polls conducted Dec. 5 and 6," he said. "The union successfully argued for an immediate count of the ballots."

Simpson said after the balloting, the university continued to challenge the conduct of the vote. However, the board rejected employer arguments in a decision released earlier this month and has now issued its certificate authorizing LUFA to start collective bargaining.

Simpson says the union will enforce faculty members' rights under the Labour Relations Act throughout first contract negotiations. ■

Nancy Olivieri

College Vindicates Olivieri, Rejects HSC's Allegations

IN a decision released last month, the College of Physicians and Surgeons of Ontario fully vindicated Dr. Nancy Olivieri against complaints filed by the Hospital for Sick Children in April 2000. HSC alleged Olivieri failed to provide an appropriate standard of care regarding patients receiving the Apotex drug deferiprone (L1).

In a series of conclusions reached after careful consideration and consultation with an expert panel of specialists, the college unambiguously supported Olivieri's actions: "Dr. Olivieri ceased to administer L1 in a timely and expedient way, and in a manner which was in the best interests of her patients," the Dec. 19 decision says.

"Dr. Olivieri acted reasonably and appropriately in the manner in which she terminated the use of L1 in her patients after learning of the potential toxicity of the drug . . . Dr. Olivieri's judgment in advising patients to undergo biopsies was not only reasonable, but commendable in the circumstances . . . Dr. Olivieri appeared very concerned about notifying all of the appropriate people, and was diligent in communicating and publishing her data."

Olivieri has called on hospital administrators to give the same publicity to the college's findings as it did to the hospital's original referral of "concerns."

"Although such referrals are generally kept confidential," Olivieri wrote the hospital's board of trustees' chair Alexander Aird in late December, "your referral was accompanied with a press conference . . . [and] forwarded that day in an announcement over Canada NewsWire.

"The hospital's administration also established a teleconference line allegedly to enable the public (none of whom had initiated a complaint) to discuss my referral to the college with members of the administra-

See OLIVIERI page A4 ☞

Les professeurs de l'Université de Sudbury forment un syndicat

LE corps professoral de l'Université de Sudbury, au nord de l'Ontario, a voté massivement, en décembre, en faveur d'une représentation syndicale. Le scrutin a été dirigé par la Commission des relations de travail de l'Ontario.

L'Association des professeurs de l'Université Laurentienne voulait obtenir une accréditation de la Commission des relations de travail à titre d'agent de négociation de plus de 30 professeurs et bibliothécaires, à temps plein et à temps partiel, à l'emploi de l'établissement de premier cycle spécialisé dans l'enseignement des humanités, l'une des trois universités fédérées de plus petite taille de l'Université Laurentienne.

Peter Simpson, représentant des professeurs et responsable de la campagne de syndicalisation ainsi que des pourparlers avec la Commission des relations de travail, a fait remarquer que l'administration de l'université s'opposait au syndicat. « Toutefois, les professeurs, après avoir surmonté le différend qui les opposait à l'employeur sur la manière de sonder les employés et le retard attribuable au temps inclément, ont voté à 85 p. 100 pour le syndicat lors d'un scrutin tenu les 5 et 6 décembre », a-t-il déclaré. « Le syndicat a obtenu le dépouillement immédiat des bulletins. »

Après le dépouillement, M. Simpson a déclaré que l'université continuait à s'opposer à la tenue du vote. Cependant, la commission a rejeté les arguments de l'employeur dans une décision diffusée au début du mois et a maintenant émis le certificat autorisant l'APUL à commencer les négociations.

M. Simpson a ajouté que, tout au long des négociations de la première convention, le syndicat défendra les droits des membres du corps professoral prévus dans la *Loi sur les relations de travail*. ■

L'Ordre défend la Dre Olivieri et rejette les allégations de l'hôpital

L'ORDRE des médecins et chirurgiens de l'Ontario a rendu sa décision le 19 décembre et a pris la défense de la Dre Olivieri dans le dossier des plaintes déposées contre elle par l'hôpital des enfants malades en avril 2000. L'hôpital a allégué qu'elle n'avait pas fait preuve d'une diligence appropriée à l'endroit des patients à qui était administré le déferiprone (L1), un médicament de la société Apotex.

Après avoir examiné attentivement l'affaire et consulté un groupe de spécialistes, l'Ordre a formulé plusieurs conclusions soutenant sans équivoque les gestes posés par la Dre Olivieri : « La Dre Olivieri a cessé d'administrer le L1 rapidement et de manière opportune, dans le meilleur intérêt de ses patients. »

« La Dre Olivieri a agi de manière raisonnable et appropriée en cessant d'administrer du L1 à ses patients après s'être rendu compte de la toxicité possible du médicament. [. . .] Dans les circonstances, elle a fait preuve d'un jugement non seulement raisonnable mais aussi louable en conseillant à ses patients de subir une biopsie. [. . .] Il appert qu'elle s'est souciée d'informer toutes les personnes touchées et a communiqué et publié ses résultats avec diligence. »

La Dre Olivieri a demandé aux administrateurs de l'hôpital d'accorder la même publicité aux conclusions de l'Ordre qu'au premier renvoi des « préoccupations » de l'hôpital.

« Bien que ces renvois soient habituellement confidentiels, le vôtre a été accompagné d'une conférence de presse et a été annoncé cette journée-là par l'entremise de Communication CNW Inc. », a dit la Dre Olivieri dans une lettre adressée au président du conseil d'administration de l'hôpital, Alexander Aird, vers la fin de décembre.

Voir OLIVIERI à la page A4 ☞

Academic Freedom Fund

Initial Donors

Faculty Associations

University of New Brunswick (AUNBT) — $50,000

University of Guelph (UGFA) — $25,000

Saint Mary's University (SMUFU) — $22,000

University College of Cape Breton (UCCBFAUT) — $1,080

pledged to date· $98,080

initial target $1,000,000

Conciliator Appointed at Dalhousie University

THE Dalhousie Faculty Association was notified in early January 2002 that a provincial conciliator has been appointed to assist with resolving negotiations between the association and the university.

The faculty association applied for conciliation in December, after the employer's team declared an impasse and announced it would seek conciliation. DFA president Andy Wainwright said negotiations between the two sides "have been going nowhere."

Dalhousie's collective agreement expired June 30, 2001. In November, 71 per cent of bargaining unit members voted in favour of a strike. DFA members went on strike during the last set of negotiations in March 1998. ■

Nos universités, notre avenir.

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Funding crunch sends university tuition fees soaring.
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The hidden curriculum in higher education.
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LETTERS COURRIER

Pointers on 'Publishing'

"It is better to write for oneself and have no public than to write for the public and have no self." I was reminded of this delightful Cyril Connolly quip on learning a professor had been disciplined for a letter to the editor of the local newspaper questioning the accuracy of a report that UCCB President Jacquelyn Scott had published "numerous articles and books" (*Bulletin*, November 2001).

This case may have analogues at other universities, where public claims to have published or have written numerous books don't always stand up to scrutiny. The word "book" has a wide range, as have the words "published" or "written," not everything falling within it is such that academics accord it respect. The UCCB case may alert academics to the need for scrutiny in order to separate the wheat from the chaff and maintain credible standards in their profession. It may also warn other university presidents not to try to silence such questioning, lest they look foolish.

To both write for a scholarly public and have a self is no doubt best. Failing that, though, all honour to those who either don't pretend to write at all or write only for themselves.

MARTHA HUSAIN
Philosophy, Brock University

Blacklist Me

Congratulations to the American Council of Trustees and Alumni for its report on American academics whose response to the Sept. 11 attacks was insufficiently jingoistic. Confusing the Taliban by adopting some of their own political values — ideological conformity, unquestioning acceptance of state policy — is a stroke of genius.

Since ACTA's self-appointed purview extends to foreign countries, however — its list of professorial "thought criminals" includes at least one Canadian — I am disappointed at my own exclusion. Like one of Canada's opposition parties, I've advocated the use of international law and the UN rather than unilateral military action.

I've sometimes expressed puzzlement as to how aspects of U.S. foreign policy — say, the financing of the Contras' terrorism in Nicaragua — can be reconciled with America's values of democracy and human rights. I may even have suggested that ignorance breeds hatred, a sentiment which earned one professor a place on ACTA's incipient blacklist.

Evidently I have not generated enough clippings in the student press, the apparent primary source for ACTA's team of crack researchers.

ROBERT HACKETT
Communication, Simon Fraser University

Blacklist Me, Too

The December issue of the *Bulletin* contains an article entitled Agency Denounces Academics for Anti-War Sentiments. The agency is the American Council of Trustees and Alumni, founded by Lynne Cheney and Joseph Lieberman. The agency published a list of more than 100 faculty members accused of failing America.

I'm a citizen of Canada living and working in Canada. McCarthyism, Cheney-Liebermanism, is as much a threat to me and to you as it is to our American colleagues. Accordingly, I would like to add my name to the list published by the American Council. Can CAUT inform me and similarly-minded people how to go about this?

JACK A. KORNBLATT
Biology, Concordia University (Retired)

The list of 117 examples of campus responses was published by the American Council of Trustees and Alumni, 1726 M Street NW, Suite 800, Washington, D.C. 20036; fax: 202-467-6784; e-mail: info@goacta.org. – ed.

Outrage at Cartoon Misguided

Rather than merely expressing his emotional response to the cartoons in the November 2001 issue, Professor Clive Seligman (Cartoon Use Criticized, *Bulletin*, December 2001) should explain why violations of fundamental rights and freedoms in Bill C-36 and the hegemony of the WTO are not in any way analogous to terrorism and dictatorship.

His moral outrage is unconvincing. He needs to argue that C-36, which authorizes state terror along the lines once practiced by Pinochet's Chile and the WTO, which does in fact dictate the social, political and economic policies of many countries today, is indeed trivial in comparison to other examples of terror and dictatorship.

DEBORAH COOK
Philosophy, University of Windsor

Criticism of Olivieri Report Off Base

In the December *Bulletin* Professor Claude Daley complains that, "Under the guise of protecting academic freedom, it (the Olivieri Report) will make contractual agreements with businesses more difficult." He continues, "My ability to enter freely into legal arrangements with potential sponsors will be compromised, resulting in a loss of my real academic freedom."

Those statements appear to disregard the fact that academic freedom does not license academics to do or say anything they please. Academic freedom does not justify such unlawful acts as defamation, fraud, misrepresentation, or inciting racial hatred. Further, academic freedom must be used in accordance with scholarly obligation to base research on an honest search for knowledge. It is not clear that Professor Daley acknowledges such constraints on academic freedom.

Professor Daley criticizes the report as an attempt to justify Dr. Olivieri's "bull-headed behaviour" causing her to disregard her legal obligations to colleagues and Apotex. A careful reading of the report makes it clear that, in exercising her professional judgment and academic freedom, Dr. Olivieri fulfilled all her ethical and legal obligations to the Research Ethics Board, the Health Protection Branch, the physicians responsible for the clinical care of the patients in the LA-03 trial, the ethics committees of the two hospitals in which the LA-03 patients received their clinical care, and Apotex.

While Apotex threatened legal action for Dr. Olivieri's informing patients (and those mentioned above), of enhanced risks associated with the drug, the contract respecting the LA-03 trial contained no confidentiality clause. Even if it had contained such a clause (as did the contract for the LA-01 trial), it is virtually certain it would have been void if it purported to prevent informing patients of new risks associated with treatment. That is the legal opinion to the committee of Professor Emeritus Daniel A. Soberman.

Professor Daley asks: "Does CAUT actually care about academic freedom?" A clue lies in CAUT's role in commissioning the eminent, independent committee of inquiry that produced a report of such thoroughness and integrity. Furthermore, CAUT and the University of Toronto Faculty Association, were the only organizations that took effective action to uphold the academic freedom of Dr. Olivieri and her colleagues.

Professor Daley suggests ". . . CAUT, like many academics, distrusts business." It is possible that, like me, they do trust that, in their growing "partnerships" with universities large corporations will continue to do what they do best — generate profits for the shareholders. If their bottom line is hindered by academic freedom and informing the public of risks associated with their profit-making activities, the lessons learned from Apotex, Ford Pinto, Johns Manville, the tobacco industry, the Kerr-McGee Corporation, and so on, convey no doubt that CAUT, member associations, and academic staff will have to go to extraordinary lengths and expense to protect academic freedom and the public interest residing therein.

The Academic Freedom Fund established by CAUT Council demonstrates commitment to academic freedom, sadly missing in Professor Daley's letter.

IAN B. MCKENNA
Management, University of Lethbridge
Chair, CAUT Academic Freedom & Tenure Committee

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President's Column

Funding Crunch Sends University Tuition Soaring

By TOM BOOTH

LAST month's President's Column chronicled the ravages of underfunding to our universities over the last 10 years and the redirection of partially restored funds away from core institutional academic operations. Levels of tuition fees and student debt were categorized as at "the breaking point."

Government underfunding of universities has resulted in reduced numbers of teaching and research personnel, increased class sizes and compromised infrastructure. In many institutions cuts to or near the bone have already occurred. Generally, asymmetrical in application, these cuts have adversely limited the effectiveness of core faculties to deliver their programs. Despite the strength and resilience of other institutional components and programs, the ability of our universities and colleges to fulfill their community mission has been adversely affected with erosion of the core faculties.

Frustrated administrators are driven to consider implementation of extreme measures to boost university revenues in order to address loss of effectiveness. It is advanced that tuition fees need to be drastically increased to meet the funding crisis. It is argued that such a measure will ensure quality education and promote societal ability to be 'competitive' in the knowledge-driven economy. Such drastic increases in student fees are foretold in "deregulation" of tuition. In deregulation, government allows universities free rein to levy tuition. Such action functionally translates to institutional ability to set tuition at any level free of government approval or control.

Deregulation of tuition has been widespread among professional faculties in the past few years. In that short time there have been increases of 40 to 700 per cent. There is strong reason to believe that drastic tuition increases naturally succeed deregulation. Tuition deregulation across all university faculties is thus far unprecedented in Canadian institutions. Currently deregulation of student tuition is sought by administrators at Queen's University, despite strong protest by students and faculty members. The potential domino effect of such action across all universities is widely recognized.

Negative impact of tuition deregulation recounted in local and national media includes reduced accessibility to post-secondary education with exception of the wealthy, scholarship or bursary recipients, and the future debt-ridden. Data clearly show that participation in university programs in high tuition deregulated schools is increasingly being limited to students from affluent families.

Assuming high debt loads carries a repayment burden, which often requires an exodus from lower paying critically important positions to higher paying jobs. Drastic tuition increases have begun to reverse advances made in equity for women and the underprivileged in professional fields requiring intensive university training. Students and others decry a two-tiered "have" and "have not" system of universities resulting from excessive tuition costs.

It is interesting to note the ratio of operating revenues assumed by tuition income since the early 1990s. In the previous decade at my own institution, the University of Manitoba, tuition income as a proportion of the operating budget went from 15 per cent to 24 per cent; at Queen's from 18 per cent to 37 per cent, and at Calgary, from 19 per cent to more than 40 per cent. A good bit of the increase most probably occurred without deregulation. Where are we headed in university funding scenarios? Are massive tuition hikes the best way there?

Tuition deregulation takes us away from our core values of perseverance through co-operation, inclusiveness and equalization. Inspired and blind-sided by the rush to fund world class institutions at any cost, deregulation of tuition and massive tuition increases enhance and accelerate the disconnect between our universities and the communities and country which they serve. Local institutions become foreign territory. Crushing tuition levels are onerous for students and a recipe for promoting creeping privatization of our universities.

Massive fees debilitate our students and the deleterious result is socio-magnified at every level of society into the future. Deregulation is not a solution to the funding crisis in post-secondary institutions. ■

Homework!

The Great Escape

Adonis is on a railway bridge joining A to B, 3/8 of the way across from A. He hears a train approaching A; it is travelling 60 kilometres per hour. If he runs towards A, he will arrive there exactly when the train does. If he runs towards B, the train will overtake him at B. How fast can he run?

Homework!, a regular feature of the *Bulletin*, comes to readers compliments of Edward Barbeau, professor of mathematics at the University of Toronto. Answer on page B1.

Latest Federal Budget Fails to Restore University Funding

FINANCE Minister Paul Martin tabled the government's first official budget in nearly two years in December, doling out billions in new defence and security spending to combat terrorism.

In total, the government plans to spend $7.7 billion over the next five years to beef up airport security, hire more police and intelligence officers, tighten immigrant and refugee screening measures, and enhance border security.

"Our purpose is clear: to keep Canadians safe, to keep terrorists out and to keep our borders open," Martin said in his speech to the House of Commons.

Despite the new spending, Martin predicts there will not be a deficit, leaving Canada the only G-7 country that will remain in the black during the current economic recession.

That's led many critics to wonder why Ottawa is not doing more to ensure the economic downturn does not become deeper or more protracted.

"For all the talk of assuring the economic security of Canadians, this budget does hardly anything additional to stimulate the economy," the Canadian Labour Congress said in its analysis. "There is nothing to help provinces shoulder the costs of health, education and welfare at a time of falling revenues. And there is not much of an economic stimulus."

While the budget's focus is squarely on security issues, there is some new money for research, including a one-time payment of $200 million to universities to help cover the indirect costs of research — expenses incurred for such things as maintaining and operating laboratories and libraries, and administering grants.

Robert Giroux, president of the Association of Universities and Colleges of Canada, called the new federal funding a "winning strategy" for Canada.

"This has been an urgent need for Canada's universities for some time, and we're delighted that the federal government has committed to making ongoing funding for the indirect costs of research a priority."

However, CAUT says the one-time investment for indirect costs of research will not address the main problem confronting the country's universities and colleges.

"The real problem we're struggling with is the reduction in core operating grants to universities and colleges," said CAUT president Tom Booth. "The big cutbacks we've seen over the last several years mean that there just aren't enough funds to keep tuition fees down or to renew the faculty complement needed to provide the teaching and research."

Booth said the new funding might temporarily relieve some of the stress on university operating budgets which have been forced to make up research-related costs, but he added that operating grants remain well below previous levels.

"A long-term commitment to core funding would do more to help the research community than any other initiative the government could take," he said. "The first priority of the Finance Minister must be to increase the core operating funding of colleges and universities."

Student groups also said the new payment for indirect research costs misses the mark.

"We need a comprehensive approach to research, not one-time funding schemes that are merely diversions from the crisis of student debt and skyrocketing tuition fees," said Ian Boyko, national chair of the Canadian Federation of Students. "There is nothing in this budget to address the growing gap between those who can afford exorbitant tuition fees and those left behind in the knowledge economy."

The 2001 budget also unveiled plans for a 7 per cent increase to the budgets of the Social Sciences and Humanities Research Council and the Natural Science and Engineering Research Council beginning next year. The increase will raise NSERC's budget by $36.5 million, while SSHRC will see a more modest increase of $9.5 million.

The smaller increase for SSHRC was greeted with disappointment from those who hoped Ottawa would use the budget to address the historic underfunding of the social sciences and humanities.

"This budget is not balanced," said Patricia Clements, president of the Humanities and Social Sciences Federation of Canada. "In fact, it has created further imbalance, leaving the underfunded social sciences and humanities with only 11.5 per cent of the total granting councils budget."

Booth agrees and warns that some SSHRC programs will be on the chopping block as a result.

"Demand for SSHRC grants has been rising quickly. The inadequate increase in funding in this budget will mean programs will have to be cut," he said. ■

Le dernier budget fédéral ne rétablit pas le financement des universités

EN décembre, le ministre des Finances Paul Martin a déposé le premier budget officiel du gouvernement en près de deux ans et, ce faisant, a distribué des milliards de dollars pour la défense et la sécurité en vue de contrer le terrorisme.

Au total, le gouvernement prévoit dépenser 7,7 milliards de dollars au cours des cinq prochaines années pour renforcer les mesures de sécurité dans les aéroports, embaucher plus d'agents de police et du renseignement, resserrer le contrôle des réfugiés et des immigrants et améliorer la sécurité à la frontière.

« Notre objectif est clair : préserver la sécurité des Canadiens et des Canadiennes, fermer la porte aux terroristes et garder nos frontières ouvertes », a déclaré M. Martin, dans son discours devant la Chambre des communes.

Malgré les nouvelles dépenses, M. Martin prédit que le Canada n'aura aucun déficit. Il sera donc le seul pays du G-7 dont les finances demeureront saines pendant la récession économique actuelle.

De nombreux critiques en sont venus à se demander pourquoi le fédéral ne prend pas davantage de mesures pour éviter que le repli économique ne s'enfonce ou ne se prolonge.

« Malgré les belles paroles sur le maintien de la sécurité économique des Canadiens et Canadiennes, ce budget ne prévoit presque aucune mesure supplémentaire pour stimuler l'économie », a mentionné le Congrès du travail du Canada dans son analyse. « Il n'aide nullement les provinces à payer les frais des services de santé, de l'éducation et de l'aide sociale en ces temps où leurs recettes baissent. Et il ne prévoit guère de stimulation économique. »

Le budget se concentre carrément sur la question de la sécurité. Il prévoit toutefois de l'argent frais pour appuyer la recherche, ce qui comprend un financement ponctuel de 200 millions de dollars destiné aux universités pour les aider à compenser les coûts indirects de la recherche, par exemple l'entretien et le fonctionnement des laboratoires et des bibliothèques et l'administration des subventions.

Robert Giroux, président de l'Association des universités et collèges du Canada, a qualifié les nouvelles dépenses fédérales de « stratégie gagnante » pour le Canada.

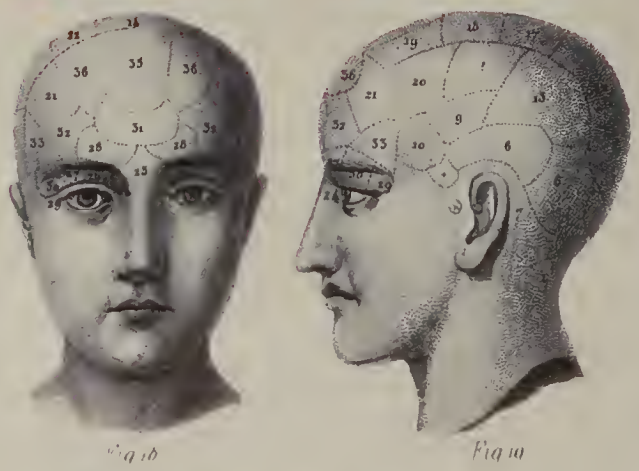
« Cela comble un urgent besoin qu'éprouvent les universités canadiennes depuis quelques années. Nous sommes ravis de constater que le gouvernement fédéral s'est engagé à faire du financement constant des frais indirects de la recherche une priorité. »

Selon l'ACPPU, cependant, les fonds uniques pour compenser les frais indirects de la recherche ne régleront pas le principal problème des universités et collèges du pays.

« La réduction des subventions de fonctionnement de base des universités et des collèges est le véritable problème auquel nous faisons face », a déclaré Tom Booth, le président de l'ACPPU. « À cause des coupes sombres dont nous avons été témoins depuis de nombreuses années, les budgets ont été insuffisants pour empêcher la hausse des frais de

Voir LE BUDGET à la page A7

It's all in your head.



Phrenology was a relatively complex and widely accepted "science" that arose in the mid-1790s. Its fundamental tenet was that the brain comprises a series of distinct organs, each relating to a particular trait or intellectual aptitude, and that their state of development was echoed in the shape of the outer cranial surfaces.

Phrenologists claimed the ability to read these bumps and hollows, allowing them to play matchmaker, or predict behaviour such as work performance or criminality. Phrenology's widespread appeal continued to attract adherents until the dawn of the 20th century, despite denunciations from the scientific establishment and a lack of rigorous evidence as to its validity.

The ability to look beyond popular belief has always been one of the challenges of research. And yet its rewards can be significant. For instance, inquiry will show that the welcoming and collegial campus atmosphere at the University of Windsor, coupled with our aggressive salary policy and lower cost of living, make for a very attractive and rewarding career. The fact that we are located in a major international twin-city metropolis in one of Canada's most temperate zones makes for an invigorating and dynamic lifestyle, all year round.

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UNIVERSITY OF WINDSOR

College Vindicates Olivieri

☞ From PAGE A1

tion. Finally, the details of the referral have remained on the HSC web site since April 2000.

"It is unjust that the unprecedented publicity accompanying the referral of these 'concerns' has not been matched by announcements of equivalent prominence regarding my acquittal by the very body you considered to be invested with power to review such 'concerns'," Olivieri said.

Olivieri has asked HSC to hold a press conference announcing the college's decision, issue a press release through Canada NewsWire, establish another teleconference for the public to inquire about this decision, list the details of the decision in the hospital's weekly in-house newsletter, and post the full decision on the HSC web site "so that all those who have been told about my alleged misconduct might now learn the truth." No reply has yet been received from Aird.

The college's decision mirrored the conclusions of the Thompson inquiry whose report in late October found HSC's internal proceedings "were fundamentally flawed by unfairness."

The committee of inquiry specifically noted that "allegations and testimony against Dr. Olivieri were received by the MAC [the hospital's Medical Advisory Committee] and given credence despite their being contradicted by the documentary record and the medical literature."

The report noted that senior hospital officials "cooperated in putting forward testimony [against Dr. Olivieri] that was incorrect, incomplete or misleading."

It also found that "the MAC called no witnesses who were experts in the relevant medical disciplines; instead it uncritically accepted as true, testimony from these persons without recognized expertise in this field."

On April 27, 2000 HSC's Medical Advisory Committee recommended to the board of trustees that Olivieri be referred to the College of Physicians and Surgeons.

"Attempts to discredit Dr. Olivieri," the committee of inquiry report noted, "had the effect of serving the interests of Apotex, an aspect of whose licensing submissions for L1 was an attempt to discredit her, and to dispute the risks of the drug she identified."

Both the 18-page complaints committee decision and reasons of the College of Physicians and Surgeons of Ontario and the CAUT-commissioned 500-page Olivieri committee of inquiry report are available at www.caut.ca. *The Olivieri Report*, published by James Lorimer & Company Ltd., is also available in bookstores or through Formac Distributing 1-800-565-1975.

L'Ordre défend la Dre Olivieri

☞ Suite de la PAGE A1

« L'administration de l'hôpital a également fait installer une ligne de téléconférence soi-disant pour permettre à la population (qui n'avait pas déposé de plainte) de discuter de mon renvoi à l'Ordre avec des membres de l'administration. Enfin, les renseignements sur le renvoi sont affichés sur le site Web de l'hôpital depuis avril 2000.

« Il est injuste que la décision de l'Ordre à mon endroit, cet organisme que vous estimez être investi du pouvoir d'examiner de telles « préoccupations », n'ait pas fait l'objet d'autant de publicité que le renvoi de ces préoccupations », a déclaré la Dre Olivieri.

Elle a demandé à l'hôpital de tenir une conférence de presse pour annoncer la décision de l'Ordre, de diffuser un communiqué par l'entremise de Communication CNW Inc., de faire installer une autre ligne de téléconférence pour la population afin qu'elle se renseigne sur la décision, d'énumérer les éléments de la décision dans le bulletin hebdomadaire de l'hôpital et d'afficher le texte intégral de la décision sur le site Web de l'hôpital « afin que toutes les personnes mises au courant de ma soi-disant mauvaise conduite sachent maintenant la vérité ». M. Aird n'a pas encore répondu à cette lettre.

La décision de l'Ordre fait écho aux conclusions de l'enquête Thompson dont le rapport rendu public à la fin d'octobre établissait que les procédures internes de l'hôpital étaient fondamentalement entachées d'injustice.

Le comité d'enquête a explicitement mentionné que le comité consultatif médical de l'hôpital avait reçu les accusations et les témoignages en défaveur de la Dre Olivieri et qu'il y avait ajouté foi malgré la documentation médicale qui les contredisait.

Les auteurs du rapport ont déclaré que les cadres supérieurs de l'hôpital s'étaient concertés pour faire valoir des témoignages défavorables, incorrects, incomplets ou trompeurs.

Ils ont conclu que le comité consultatif médical n'avait convoqué aucun témoin spécialiste des disciplines médicales pertinentes et qu'il avait accepté comme véridiques, sans faire preuve d'esprit critique, des témoignages de personnes non spécialisées dans le domaine.

Le 27 avril 2000, le comité consultatif médical de l'hôpital a recommandé au conseil d'administration de renvoyer le dossier Olivieri à l'Ordre des médecins et chirurgiens de l'Ontario.

Selon le rapport, les tentatives de discréditer la Dre Olivieri ont servi les intérêts d'Apotex, dont un aspect était de demander des brevets pour le L1 afin de tenter de la déconsidérer et de mettre en doute les risques du médicament qu'elle avait décelés.

La décision et les motifs du comité des plaintes de l'Ordre des médecins et chirurgiens de l'Ontario, un document de 18 pages, et le rapport de 500 pages du comité d'enquête sur l'affaire Olivieri que l'ACPPU avait commandé sont affichés à www.caut.ca. On peut également se procurer *The Olivieri Report*, publié par James Lorimer & Company Ltd., dans les librairires ou par l'intermediaire de Formac Distributing au 1-800-565-1975.

L'Université Queen's veut déréglementer les frais de scolarité

LES étudiants de l'Ontario s'inquiètent de la possibilité que le gouvernement déréglemente les frais de scolarité au premier cycle dans au moins une université de la province.

Les partis de l'opposition à l'assemblée législative ont révélé que des représentants de l'Université Queen's avaient rencontré des hauts fonctionnaires du bureau de Mike Harris dans le but d'obtenir la déréglementation des frais de scolarité au premier cycle, en arts et en science. Si cette demande est approuvée, le gouvernement ne fixera plus de limite à la hausse annuelle des frais de scolarité que l'Université Queen's pourra imposer, ce qui soulève la possibilité de frais beaucoup plus élevés à l'avenir.

« L'accès aux études postsecondaires en Ontario est déjà compromis », a déclaré Joël Duff, président pour l'Ontario de la Fédération canadienne des étudiantes et étudiants. « Une hausse des frais de scolarité à l'Université Queen's aura un effet dévastateur sur les étudiants à faible et à moyen revenu. »

Le projet de déréglementation des frais de scolarité au premier cycle a déclenché un tollé de protestation à l'université. Les étudiants et les professeurs ont organisé plusieurs manifestations pour faire entendre leur opposition au

projet. L'année dernière, les étudiants ont voté massivement contre la déréglementation à l'occasion d'un référendum mis en œuvre par la Arts and Science Undergraduate Society. De plus, le conseil de la Queen's University Faculty Association a récemment adopté une motion s'opposant à la déréglementation des frais de scolarité.

D'après la résolution, la QUFA s'opposera à tout projet de privatisation d'autres programmes d'études de l'université et à la déréglementation des frais de scolarité qui alourdira le fardeau financier des étudiants et diminuera encore plus l'accessibilité.

M. Duff estime que les étudiants de Ontario font front commun pour s'opposer à la déréglementation parce que la province est la deuxième au pays où les frais de scolarité sont les plus élevés. Il a ajouté que le sous-financement permanent de l'enseignement postsecondaire par le gouvernement provincial est le véritable problème. En effet, la province arrive bonne dernière quant aux dépenses par habitant dans ce secteur.

Marie Bountrogianni, la critique libérale pour les collèges et les universités a violemment attaqué le gouvernement pour avoir même songé à déréglementer les frais de scolarité.

« Nous savons ce qui se produit lorsque les frais de scolarité sont déréglementés. Depuis leur déréglementation en 1998, les frais de scolarité des écoles de médecine ont doublé », a-t-elle fait remarquer.

Des groupes d'étudiants s'inquiètent également que l'Université de Toronto envisage de porter à 25 000 $ par année les frais de scolarité de la faculté de droit.

« De plus en plus, les portes de nos facultés de droits se ferment en raison de la montée en flèche des frais de scolarité », a dit Rebecca Jaremko-Bromwich, étudiante en droit à l'Université Queen's.

La Fédération canadienne des étudiantes et étudiants prévoit une journée d'action provinciale le 6 février dans l'intention de revendiquer le gel des frais de scolarité.

Queen's University Acts to Deregulate Undergraduate Tuition

STUDENTS in Ontario are reacting with alarm to news that the provincial government is considering the deregulation of undergraduate tuition fees for at least one university in the province.

In the provincial legislature, opposition parties revealed that representatives from Queen's University have been meeting with officials from the offices of Premier Mike Harris to press for the deregulation of arts and science undergraduate tuition fees. If approved, it would mean the government would no longer set caps on how much Queen's could raise tuition each year, leading to the prospect of far steeper fees in the future.

"Access to post-secondary education in Ontario has already been compromised," said Joel Duff, Ontario chair of the Canadian Federation of Students. "Increasing tuition fees at Queen's would be devastating for middle and lower income students."

The proposal to deregulate undergraduate fees has sparked a flurry of protest at Queen's, where

students and faculty have staged several demonstrations to voice their opposition. Last year, students voted overwhelmingly against deregulation in a referendum organized by the Arts and Science Undergraduate Society, and the Queen's University Faculty Association Council recently passed a motion opposing tuition deregulation.

"QUFA will oppose any initiative, including the further privatization of Queen's academic programmes and additional deregulation of tuition that would lead to increased economic burdens placed on students, and to a further decline in accessibility," the resolution states.

Duff said Ontario's students are united in their opposition to deregulation because they already pay the second highest fees in the country. He added the real issue is the provincial government's continued underfunding of post-secondary education, the lowest in Canada when measured on a per capita basis.

Marie Bountrogianni, the provincial Liberal critic for colleges and universities, blasted the government for even considering deregulating fees.

"We already know what happens when you deregulate tuition. Since it was deregulated in 1998, medical school tuition has doubled," Bountrogianni noted.

Student groups also expressed concern that the University of Toronto is considering raising the cost of tuition at its law school to $25,000 a year.

"The doors of our law schools are being increasingly closed by skyrocketing tuition," said Queen's law student Rebecca Jaremko-Bromwich.

The Canadian Federation of Students is planning a province-wide day of action Feb. 6 to demand that tuition fees be frozen.

Board Abandons Commercial Journal; Highlights Crisis in Scholarly Communication

MACHINE learning and the academic journals associated with this rather specialized area of technological study are unlikely candidates for controversy. However, last fall the discipline vaulted into relative notoriety with the mass resignation of 40 members of the editorial board of *The Machine Learning Journal* (MLJ) and their migration to the competing *Journal of Machine Learning Research* (JMLR).

It was not a search for a more exciting name that sparked the exodus. According to editorial board member Professor Michael Jordan of the University of California at Berkeley, the move was prompted by a belief the JMLR, which allows authors to maintain copyright in their work and is distributed at low cost over the Internet, better serves the needs of the machine learning community than the privately published MLJ.

The rise of such scholar-controlled electronic journals is a growing phenomenon. In Canada, Acadia University biology professor Phillip Taylor is one of the driving forces behind the electronic journal *Conservation Ecology*.

He touts the rise of scholar-controlled, peer-reviewed publications as a viable alternative to the high priced scientific journals published by large multinational publishing companies.

And Taylor says the technology now exists for researchers to run their own systems of communications.

"When the publication process was a bricks-and-mortar operation, it might have made sense for researchers to surrender control and sign their copyright away to the big publishing houses," he said, "but with the Internet there is no reason that we shouldn't be doing this ourselves."

Fred Ziegler, a member of CAUT's Librarians Committee and an academic librarian at the University of Alberta, traces the roots of the movement by academics to gain control over scholarly communication not simply to technology, but also to the restructuring that has occurred in the scholarly publishing industry over the last 20 years.

As a result of mergers and consolidations, the industry is now dominated by a handful of large players who have utilized their market control to increase subscription rates at a pace far in excess of inflation.

"The existing system was becoming untenable," Ziegler said. "Journal cancellations in university libraries became an everyday fact of academic life and it was inevitable that alternatives would arise."

One of these alternatives, it seems, is the e-journal. However, they are not yet viable solutions to the crisis in scholarly communication. The archiving and stability of digital content and preserving the integrity of digital back files are two issues of major concern. In addition, in most universities, articles in electronic journals do not carry the weight in tenure and promotion committees that articles in print journals carry.

Nonetheless, a growing awareness of the issues associated with scholarly publishing is percolating out of academic libraries and filtering down to faculty members.

According to Ziegler, initiatives geared to facilitate scholar control over systems of communications, such as SPARC in the United States (www.arl.org/sparc <http://www.arl. org>) and "Create Change," its Canadian counterpart (www.carl_abrc.ca <http://www.carl>), are positive signs.

"The academic community has been slow to awake to the crisis in scholarly communication," Ziegler said, "but now that it is happening, things will improve." ■

Toronto Retirees Aim to Jump Start CAERA

The Retired Academics and Librarians of the University of Toronto (RALUT), in collaboration with retiree associations at Ryerson and York Universities is planning to hold a meeting of all such Canadian associations as part of Congress 2002 (formerly the "Learneds") on May 31 in Toronto.

On the agenda will be an attempt to revitalize the Canadian Association of Emeriti and Retired Academics (CAERA) which last met when Congress 2000 was held at the University of Alberta. The objective would be to give CAERA a more substantial organizational structure so it could play a more active role in coordinating and promoting the activities and interests of university retirees on a national scale.

The Toronto association will post information about plans for the conference on the CAUT-sponsored CAERA web site (http://caera.caut.ca) shortly and revive the e-mail discussion group associated with it. It will also be posting information on its own site (http://www.ralut.ca) so that anyone interested can follow developments on this front.

Academic retirees' organizations or retired colleagues interested in this project should contact Peter H. Russell, president of RALUT, at 416-923-4919 or by e-mail at phruss@aol.com or c/o RALUT, Robert S. Pritchard Alumni House, 21 King's College Circle, University of Toronto, Toronto, ON M5S 3J3; tel: 416-978-7256; e-mail : ral.ut@utoronto.ca.

Le prix Sarah-Shorten pour l'an 2001

MARGARET-ANN Armour, une sommité mondiale en matière de biosécurité et un remarquable modèle pour les femmes en sciences, a reçu le prix Sarah-Shorten de 2001 à l'assemblée de novembre du Conseil de l'ACPPU.

La scientifique de l'Université de l'Alberta, dont la candidature a été recommandée par le Comité du statut de la femme de l'ACPPU, a consacré sa carrière à la défense des femmes en sciences.

M^me^ Armour est membre fondatrice de WISEST (Women in Scholarship, Engineering, Science and Technology), un programme de mentorat pour la promotion des sciences. Sa feuille de route compte de nombreux prix et citations, notamment le YWCA Tribute to Women Award de 1990, la Médaille commémorative du 125^e^ anniversaire de la Confédération du Canada, la médaille McNeil de 1994 de la Société royale du Canada et le prix 3M de reconnaissance en enseignement qui lui a été décerné en 1996.

Selon Edith Zorychta, présidente du Comité du statut de la femme de l'ACPPU, M^me^ Armour a prononcé plus de quarante allocutions visant à encourager les femmes à se diriger vers des carrières scientifiques, en particulier dans les domaines de la chimie et du génie où elles ont été longtemps sous-représentées.

Margaret-Ann Armour

Après son doctorat en chimie organique en 1970, M^me^ Armour « s'est lancée dans une carrière considérée à l'époque comme non traditionnelle pour les femmes », a poursuivi M^me^ Zorychta. « Elle a été la seule femme de son département pendant de nombreuses années. »

Ainsi que le mentionnent ses collègues, pendant nombre d'années M^me^ Armour a fait une contribution majeure à l'avancement des femmes dans le milieu universitaire et a travaillé sans relâche au sein de l'AASUA, son association locale.

« Margaret-Ann a été membre de tous les comités importants de l'université voués aux questions d'équité ou les a présidés », a affirmé Margaret Haughey, présidente du comité sur l'équité de l'University of Alberta's Association of Academic Staff.

« Outre sa contribution à l'établissement d'un service de garderie sur le campus, elle a siégé au comité sur les questions relatives aux femmes de l'AASUA, au Comité de direction, au Conseil et au comité sur l'équité en matière d'emploi. De plus, elle a été membre du comité consultatif sur les études féminines et de l'Academic Women's Association. »

En résumant l'exceptionnelle carrière de M^me^ Armour pour la défense des femmes, M^me^ Zorychta a conclu qu'elle a aidé à ouvrir les portes à des générations de femmes, grâce à l'appui, aux efforts de vulgarisation, à l'enseignement et au militantisme. « Elle a clairement prouvé qu'elle satisfaisait aux critères du prix Sarah-Shorten par la qualité remarquable de sa contribution. » ■

Traduction de l'article « The 2001 Sarah Shorten Award » *Bulletin*, déc. 2001.

UNB Signs Four-Year Collective Agreement

AFTER six months of negotiations and with the help of a provincial conciliator, members of the Association of University of New Brunswick Teachers have ratified a new collective agreement. The four-year contract, retroactive to July 1, 2001, covers the union's 600 members in Fredericton, Saint John, Bathurst and Moncton.

An improved wage structure, based on a competitive adjustment formula, is currently expected to increase salaries and salary scales by approximately 2.5 per cent per year. The salary model relates UNB salaries to the average salary for faculty members at McMaster, Queen's, Ottawa, Windsor, Carleton, York, Saskatchewan, Victoria, Manitoba, Calgary, Dalhousie, Regina and Memorial. An additional average of one per cent per year competitive supplement will be provided to bring existing UNB salaries more in line with the group average.

Esam Hussein, a professor of mechanical engineering and president of the teachers' association said, "The goal of AUNBT in this round of negotiations was to maintain UNB's status as a national university by ensuring competitive salaries and comparable workloads."

Hussein added he was particularly proud of new or revised provisions on the ownership of intellectual property, promotion assessment for faculty, and collegial rights, "as they demonstrate how we can work together to ensure high-quality education and research at UNB."

AUNBT has been a certified bargaining agent for almost 20 years. ■

La place de l'université au XXI^e^ siècle

Compte rendu de la table ronde organisée à l'Université Sainte-Anne dans le cadre de la série d'audiences publiques de l'ACPPU.

LE 30 novembre 2001, la communauté universitaire et le public en général de Pointe-de-l'Église en Nouvelle-Écosse étaient conviés à venir débattre du rôle de l'université en ce début du XXI^e^ siècle.

Pour lancer la réflexion, la professeure d'histoire Micheline Lalibertè a replongé l'assistance au Moyen Âge, au moment de la naissance des universités. Elle a développé son argumentation autour de trois problèmes qui demeurent encore d'actualité, à savoir : la question de l'autonomie des universités par rapport aux pouvoirs en place, le problème du recrutement des étudiants et les disciplines enseignées.

De cette perspective historique, les personnes présentes se sont ensuite tournées vers l'analyse proposée par Isabelle McKee-Allain, doyenne de la Faculté des arts et des sciences sociales à l'Université de Moncton. Après avoir rappelé à juste titre que depuis une dizaine d'années la mission de l'université est remise en question au sein de la société occidentale, elle a exposé quelques défis et enjeux des universités à l'ère de la mondialisation. Elle a élaboré son point de vue en citant l'exemple de l'Université de Moncton, un établissement qui évolue en milieu minoritaire.

Elle a évoqué l'importance de s'interroger sur la manière d'offrir les programmes d'études à l'université en encourageant l'acquisition d'une formation générale qui serait complémentaire à une formation plus spécialisée.

Pour sa part, James Crombie, professeur de philosophie à l'Université Sainte-Anne, a proposé quelques réflexions philosophiques au sujet des universités. Il a mis en évidence que la finalité de l'université est « de mettre en communication des cerveaux et des cœurs ».

Il a soutenu que le rôle social de l'université est de faire vivre et de faire parler des œuvres. Une œuvre peut correspondre autant au *Discours de la methode pour bien conduire sa raison et chercher la vérité dans les sciences* de René Descartes qu'au penseur de Rodin et même qu'à un rapport de Statistique Canada publié sur son site Internet.

Selon cette perspective, le but de l'université est d'interpeller ces œuvres afin de préparer les étudiantes et les étudiants à réfléchir à de grandes questions et à exercer leur jugement critique et moral et ce, en tenant compte du fait que « la vie utile de notre cerveau et de notre coeur n'est que de quarante ans. »

Le commentaire préparé par André Roberge, recteur de l'Université Sainte-Anne, a ramené sur la table quelques questions à revoir pour mieux cerner la situation actuelle des universités en général et celle de l'Université Sainte-Anne en particulier.

Par la suite, une période de questions a laissé libre cours à la discussion dans le but de réexaminer quelques idées formulées par les trois personnes invitées à cette table ronde qui ont partagé le fruit de leurs réflexions sur la place de l'université au XXI^e^ siècle. ■

Le compte rendu des audiences publiques tenues à l'Université Sainte-Anne a été rédigé par Joanne Biron, Muriel Comeau et Louise Fontaine, membres du comité d'organisation de l'université.

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HRDC Clarifies New Hiring Rules

THE federal government's new rules for hiring academic staff have generated some conflict.

Although the government eliminated its so-called "two-tiered" advertising rule which allowed advertising for non-Canadians only after advertisements for Canadians failed to generate a suitable candidate, it retained a requirement that Canadians and permanent residents who meet the qualifications for a position must be given priority for the appointment.

"This has been interpreted by some university administrations differently than the government intended," said CAUT executive director James Turk.

"For example, the November 2001 issue of the University of Toronto *Bulletin*, described the rule as meaning, 'Canadian residents must still be given priority *among equally qualified candidates*' [emphasis added]. This is not what the policy says," Turk said.

In response to CAUT questioning of the University of Toronto interpretation, Human Resources Development Canada deputy minister Claire Morris confirmed CAUT's understanding. "Only if no qualified Canadians or permanent residents can be found can the position be offered to a foreign academic," Morris wrote CAUT on Dec. 21.

Morris indicated that HRDC will have their regional offices "ensure that universities are aware of the intent of the new policy."

The new rules also require that advertisements are to provide broad exposure of the vacancy to Canadians and permanent residents who would be potential candidates for the position and that advertisements are to be for a reasonable period of time – normally one month. All positions advertised abroad must be advertised in Canada.

All Canadian citizens and permanent residents who meet the advertised requirements of the position are to be invited to participate in the selection process, for example, be invited for an interview. The university administration must report annually on the total number of academics hired, including the number of foreign academics.

In the event a foreign candidate is awarded the job, the university must provide HRDC with specific information on the recruitment and selection process to get an employment validation for the position. Information must include an explanation of the reason the position is being offered to a foreign candidate, with a report on the top three Canadian candidates. ■

Part-timers Sign First Contract at Wilfrid Laurier University

PART-TIMERS at Wilfrid Laurier University ratified their first contract in December.

Among the gains won by the part-time academic staff members of the Wilfrid Laurier University Faculty Association is the creation of continuing appointments for part-time librarians and seniority status for contract academic staff who have taught a course several times. Contract academic staff now have library privileges, computer, email and Internet services and teaching and marking assistance on the same terms as full-time faculty members.

The agreement also replaces the often arbitrary hiring process with new part-time appointment committees and clear language on posting and applications.

Among gains ... library privileges, computer, email and Internet services

The salary for a one-term course is now $4,922 with increases of two per cent in the second and third years of the agreement. Salaries for librarian members are prorated to salaries of full-time librarians at the equivalent rank and experience.

According to chief negotiator Doug Lorimer, the three-year agreement "provides a greater recognition for the academic and professional contributions of part-time academics and librarians, which is crucial at a time when the university is rapidly expanding its student enrollment."

Lorimer said one of WLUFA's major priorities was the recognition of the importance of research and professional development to the careers of contract academic staff. The new agreement creates two new funds for research and professional development and provides assistance from the university's research office for external grant applications.

Adds Lorimer, "one of the members of the part-time unit remarked that she had previously felt marginalized as an academic staff member. Now she says she really looks forward to teaching at Laurier." ■

Toronto: Retired Women Faculty Overlooked

FOUR former University of Toronto professors lost a certification for a class-action suit against the university for back pay and pension adjustments.

The lawsuit filed by Ursula Franklin, Phyllis Grosskurth, Blanche van Ginkel and Cicely Watson contended that women who retired before 1989, and were not part of a salary review settlement by the university in 1991, were consistently paid on average 20 per cent less than men.

The women claim the inequities in pay resulted in "unjust enrichment" for the university and that their pension benefits were adversely affected by the discriminatory pay.

The class-action involving more than 100 female faculty members and librarians was dismissed in the Ontario Superior Court in November.

The women, many who collect yearly benefits as low as $20,000, will decide whether or not to sue individually. ■

Le budget

☞ Suite de la PAGE A3

scolarité ou pour renouveler le corps professoral nécessaire à l'enseignement et à la recherche. »

Il a affirmé que les nouveaux crédits au titre des frais indirects de la recherche pourraient soulager temporairement les budgets de fonctionnement des universités qui ont dû compenser ces coûts. Il a ajouté cependant que les subventions de fonctionnement demeureront bien en-deçà des niveaux antérieurs.

« Un engagement à long terme en faveur du financement de base aiderait davantage le milieu de la recherche que toute autre mesure du gouvernement fédéral », a-t- il soutenu. « Le ministre des Finances doit en toute priorité accroître les subventions de fonctionnement de base des collèges et des universités. »

Des groupes d'étudiants ont également déclaré que les nouveaux fonds au titre des frais indirects de la recherche rataient la cible.

« Nous avons besoin d'une politique complète en matière de recherche et non pas des programmes ponctuels de financement qui ne font que contourner la crise de l'endettement des étudiants et des frais de scolarité en hausse constante », a déclaré Ian Boyko, président national de la Fédération canadienne des étudiantes et étudiants. « Le budget ne prévoit rien pour freiner l'écart grandissant entre les personnes qui peuvent payer des frais de scolarité exorbitants et celles qui sont laissés pour compte dans l'économie du savoir. »

Le budget 2001 prévoit en outre une hausse de 7 p. 100 des budgets du Conseil de recherches en sciences humaines et du Conseil de recherches en sciences naturelles et en génie à compter de l'année prochaine. Cette hausse augmentera le budget du CRSNG de 36,5 millions dollars tandis que celui du CRSH n'augmentera que de 9,5 millions de dollars.

Les personnes qui espéraient que le fédéral saisisse l'occasion pour s'occuper du sous-financement traditionnel des sciences sociales et humaines ont été déçues de cette mince augmentation de l'enveloppe du CRSH.

« Mais l'équilibre est loin d'être atteint », a averti Patricia Clements, présidente de la Fédération canadienne des sciences humaines et sociales. « En fait, l'écart est encore plus important qu'auparavant, alors que les sciences sociales et humaines, déjà sous-financées, ne reçoivent que 11,5 p. 100 du budget total des conseils subventionnaires. »

M. Booth est du même avis et craint que certains programmes du CRSH subissent les conséquences de cette faible hausse. « Les demandes de subventions auprès du CRSH augmentent rapidement. La hausse insuffisante de l'enveloppe annoncée dans le budget se traduira par des réductions de programmes », a-t-il conclu. ■

CAUT Awards for Excellence in Post-Secondary Education Journalism

Prix d'excellence de l'ACPPU en journalisme dans le domaine de l'enseignement postsecondaire

Established in 2001, these awards for outstanding reporting are presented by the Canadian Association of University Teachers to recognize and promote in-depth and thoughtful coverage of issues related to post-secondary education in Canada.

Two awards are offered: one to recognize excellence in the student media, and the other to honour outstanding reporting in the professional print and broadcast media. Each award is worth $500.

Criteria & Eligibility

Stories, articles (excluding editorials and columns), documentaries, or series produced during the preceding calendar year and appearing in any Canadian daily, weekly, monthly publication, recognized university or college student newspaper, or broadcast by any radio or television station in Canada on some aspect of university and college education that is of major significance are eligible to be nominated. The works of Canadian journalists appearing in non-Canadian publications and broadcasts may also be considered.

Nominations which address the following issues related to post-secondary education are particularly encouraged: academic freedom; research ethics and integrity; educational accessibility and equity; funding and finances; and university and college governance.

Nominations may be made by faculty associations, media organizations or any other interested parties. Applicants may be self-nominating.

A panel of judges composed of journalists and faculty members in journalism and communications will screen and judge entries and recommend recipients of the award to the Canadian Association of University Teachers. The successful candidate will be recognized by CAUT at their annual Spring Council meeting in Ottawa.

Nominations should include:

- Three copies of the print or broadcast item(s)
- A completed nomination form (available from CAUT)

Nomination Deadline

The deadline for nominations is February 4, 2002.
All nominations should be addressed to:
David Robinson, Associate Executive Director,
CAUT, 2675 Queensview Drive
Ottawa ON, K2B 8K2

Crées en 2001, ces prix d'excellence en journalisme sont décernés par l'Association canadienne des professeures et professeurs d'université dans le but de récompenser et de mettre en valeur des reportages recherchés et sérieux sur des questions reliées à l'enseignement postsecondaire au Canada.

Deux prix sont offerts, l'un pour récompenser l'excellence dans les médias étudiants, et l'autre pour honorer un reportage exceptionnel dans la presse écrite et parlée. Chaque prix est d'une valeur de 500 $.

Critères et admissibilité

Sont admissibles les articles (à l'exception des éditoriaux et des chroniques), les documentaires ou les émissions traitant d'un aspect très important de l'enseignement universitaire ou collégial, lls doivent avoir été produits pendant l'année civile précédente et publiés dans un quotidien, un hebdomadaire ou un mensuel canadien, dans un journal étudiant universitaire ou collégial reconnu, ou diffusés par une chaîne de radio ou de télévision au Canada. Les œuvres de journalistes canadiens publiées ou diffusées dans des médias non canadiens pourront aussi être prises en considération.

On invite particulièrement à proposer des reportages qui traitent de questions liées à l'enseignement postescondaire, notamment la liberté universitaire, l'éthique et l'intégrite de la recherche, l'accessibilité aux études et l'équité en matière d'éducation, les subventions et les finances, l'administration des universités et des collèges.

Des associations de professeurs, des organismes de médias ou d'autres groupes intéressés peuvent soumettre des candidatures. Il est possible de proposer sa propre candidature.

Un jury composé de journalistes et de professeurs en journalisme et en communications fera une sélection préliminaire, jugera les candidatures et recommandera les récipiendaires à l'Association canadienne des professeures et professeurs d'université. L'ACPPU honorera les candidatures retenues lors de l'assemblée annuelle du printemps de l'ACPPU à Ottawa.

Le dossier de candidature doit comprendre :

- Trois exemplaires du reportage écrit ou parlé
- Un formulaire de mise en candidature rempli (disponible auprès de l'ACPPU)

Date limite

La date limite des mises en candidature est le 4 février 2002.
Toutes les mises en candidature devront être communiquées à :
David Robinson, directeur général associé,
ACPPU, 2675, promenade Queensview,
Ottawa (Ontario) K2B 8K2

Canadian Association of University Teachers
Association canadienne des professeures et professeurs d'université

CALL FOR NOMINATIONS TO CAUT OFFICER POSITIONS AND AS CHAIRS AND MEMBERS OF CAUT STANDING COMMITTEES

Nominations are now being actively sought for election to the Executive Committee, namely:
- CAUT President;
- Vice-President;
- Treasurer; and
- Two members-at-large.

Nominations are also being sought for election to positions on three of the four CAUT standing committees:
- Academic Freedom and Tenure — two vacancies;
- Librarians — two vacancies including the Chair; and
- CBEBC— two vacancies including the Chair.

Individual affiliated members and associate members of CAUT are entitled to make nominations.

In order to maintain the effectiveness of CAUT as an organization it is extremely important that well qualified members of local and provincial associations are nominated. Elections will take place at the CAUT Council meeting in Ottawa in April 2002.

EXECUTIVE COMMITTEE MEMBERS

The President: Responsible for guiding the affairs of the Association between meetings of Council and for ensuring that policies approved by Council are implemented. A nominee for the position of President should have had considerable experience in faculty association affairs at the local or provincial level.

The Vice-President: Responsible for assisting the President with his or her responsibilities.

The Treasurer: Responsible for the preparation of draft budgets and financial statements and for ensuring that proper controls remain in place to ensure the financial integrity of the Association.

STANDING COMMITTEE MEMBERS

Academic Freedom and Tenure Committee: Nominees for positions on the Academic Freedom and Tenure Committee should have considerable experience in the area of professional rights, grievances and discrimination policy. Nominees should also have knowledge of policy matters pertaining to academic rights. Nominees should be willing and available to dedicate considerable time to the work of the committee between meetings (up to four per year) including fact-finding missions, drafting of documents, and other related duties.

Librarians Committee: Nominees for positions on the Librarians Committee should have considerable experience and knowledge of the professional interests and academic concerns of librarians at Canadian universities. Nominees ought to be aware of policy matters pertaining to academic rights and working conditions of university librarians. Nominees should be willing and available to dedicate significant time to the committee's work between meetings (up to four per year), including the biennial conference planning, drafting or editing documents, responding to enquiries and other related activities.

Collective Bargaining & Economic Benefits Committee: Nominees for positions on the CBEBC should have demonstrated experience in the area of collective bargaining and/or analysis of economic benefits. Nominees should be able to commit time between meetings (at least three per year) to the work of the committee, including conference planning, drafting of documents and other related activities.

TERM OF OFFICE

The term of office for the President, Vice-President and Executive Committee Members-at-large is one year. The term of office for the Treasurer is two years. The term of office for the Chairs of the Librarians Committee and the CBEBC is two years. (Nominees for the position of chair normally must have served at least one year on the committee.) The term of office for regular members of CAUT standing committees is three years.

NOMINATION PROCEDURE

Nominations should be sent to:
Professor Gordon Shrimpton
Chair, Elections and Resolutions Committee
CAUT, 2675 Queensview Drive, Ottawa, ON K2B 8K2
Fax: (613) 820-7244

They should include: (1) a letter of nomination; (2) a brief statement of why the nominator feels the nominee is qualified to serve; (3) the agreement of the nominee to serve if elected; (4) a completed copy of the "Standard Information Form" (available from any faculty association office or from the CAUT web site); and (5) for nominees to the Academic Freedom and Tenure Committee, a full academic c.v.

Note: Information on release time for CAUT Officer positions and CAUT Standing Committee Chairs can be found at www.caut.ca under policy.

NOMINATION DEADLINE for *all* positions is March 1, 2002.

APPEL DE CANDIDATURES AUX POSTES DE DIRIGEANTS DE L'ACPPU, DE PRÉSIDENTS ET DE MEMBRES DES COMITÉS PERMANENTS

Nous sollicitons activement des candidatures à des postes au Comité de direction, soit :

- La présidence,
- La vice-présidence
- La trésorerie, et
- Deux postes de membres ordinaires de l'ACPPU.

En outre, nous sollicitons des candidatures à des postes à trois des quatre comités permanents de l'ACPPU :

- Deux postes au Comité de la liberté universitaire et de la permanence de l'emploi;
- Deux postes au Comité des bibliothécaires, dont celui de la présidence; et
- Deux postes au Comité de la négociation collective et des avantages économiques, dont celui de la présidence.

Les membres affiliés individuels et les membres associés de l'ACPPU ont le droit de présenter des candidatures.

Pour que l'ACPPU demeure une organisation efficace, il est très important de proposer des candidats qualifiés des associations locales et provinciales. Les élections se tiendront à l'occasion de l'assemblée du Conseil qui aura lieu à Ottawa en avril 2002.

LES MEMBRES DU COMITÉ DE DIRECTION

La présidence : La personne élue est responsable de la direction des affaires de l'association entre les assemblées du Conseil et s'assure que les directives approuvées par le Conseil sont mises en oeuvre. Les candidats à la présidence doivent posséder une expérience considérable en matière d'associations de professeurs à l'échelle locale ou provinciale.

La vice-présidence : La personne élue aide la présidente ou le président à s'acquitter de ses responsabilités.

La trésorerie : La personne élue est responsable de la préparation des projets de budgets et d'états financiers. Elle veille à la bonne gestion des affaires pour assurer l'intégrité financière de l'Association.

LES MEMBRES DES COMITÉS PERMANENTS

Le Comité de la liberté universitaire et de la permanence de l'emploi : Les candidats et candidates à des postes au Comité de la liberté universitaire et de la permanence de l'emploi devraient avoir une expérience considérable dans le domaine des droits professionnels, des griefs et des politiques concernant la discrimination. Ils devraient également connaître les questions de principe relatives aux droits des universitaires. Les candidats et candidates devraient être disponibles et prêts à consacrer beaucoup de temps aux travaux du comité entre les réunions (jusqu'à quatre par année) et à participer, notamment, à des missions d'enquête, à la rédaction de documents et à d'autres tâches connexes.

Le Comité des bibliothécaires : Les candidats et candidates à des postes du Comité des bibliothécaires devraient avoir une expérience et une connaissance considérables des intérêts de la profession et des préoccupations pédagogiques des bibliothécaires des universités canadiennes. Les candidats et candidates doivent connaître les questions de principe touchant les droits universitaires et les conditions de travail des bibliothécaires d'université. Ils devraient être disponibles et prêts à consacrer beaucoup de temps aux travaux du comité entre les réunions (jusqu'à quatre par année) notamment en participant à l'organisation du colloque biennal, à la rédaction ou à la révision de documents, en répondant à des demandes de renseignement et à d'autres activités connexes.

Le Comité de la négociation collective et des avantages économiques : Les candidats et candidates à des postes du Comité de la négociation collective et des avantages économiques devraient avoir fait la preuve de leur expérience dans le domaine de la négociation collective ou de l'analyse d'avantages économiques. Ils devraient également pouvoir consacrer du temps aux travaux du comité entre les réunions (au moins trois par année) notamment en organisant des colloques, en rédigeant des documents ou en participant à des activités connexes.

MANDAT

Le mandat de la présidence et de la vice-présidence de même que des membres ordinaires du Comité de direction est d'un an. Le mandat de la trésorerie est de deux ans. Le mandat de la présidence du Comité des bibliothécaires et du Comité de la négotiation collective et des avantages économiques est de deux ans. (Les candidates à la présidence doivent normalement avoir siégé au moins un an au comité.) Le mandat des membres des comités permanents de l'ACPPU est de trois ans.

MÉTHODE DE MISE EN CANDIDATURE

Il faut envoyer les candidatures à :
M. Gordon Shrimpton
Président, Comité des élections et résolutions
ACPPU, 2675, prom. Queensview Ottawa (ON) K2B 8K2
Télécopieur : (613) 820-7244

Les pièces suivantes doivent accompagner les mises en candidature : (1) une lettre de mise en candidature; (2) une brève déclaration expliquant pourquoi la personne qui présente le candidat ou la candidate estime qu'il ou elle possède les qualités voulues; (3) l'accord du candidat ou de la candidate de siéger au comité advenant son élection; (4) une copie du Formulaire d'information réglementaire à l'intention des candidats à un poste électif de l'ACPPU, dûment rempli, disponible auprés des associations de professeurs ou à www.caut.ca; et (5) pour les candidats au Comité de la liberté universitaire et de la permanence de l'emploi, un curriculum vitae complet de leur expérience universitaire.

Note : Les renseignements au sujet du dégagement pour les postes au Comité de direction ainsi que les présidences des comités permanents de l'ACPPU se trouvent à www.caut.ca, sous la rubrique « Énoncés de principe ».

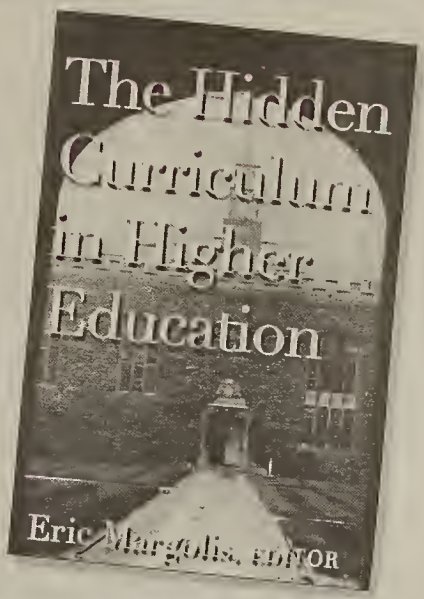
LA DATE LIMITE des mises en candidature est le 1er mars 2002.

Unequal Power Relations

The Hidden Curriculum In Higher Education

Eric Margolis, ed. New York: Routledge, 2001; 238 pp; paper $32.95 US

By LESLIE EHRLICH



THE Hidden Curriculum in Higher Education is a collection of essays that attempt to explain how post-secondary educational institutions contribute to the process of socialization in a modern industrial capitalist society. Liberal ideology is embedded in the curricula of colleges and universities, as teaching and learning are centred on the principles of merit and equality of opportunity.

However, the liberal vision of higher education is clouded when subordination, discrimination, and hegemonic forms of domination lie beneath curricular objectives. The authors offer examples of how power is exercised over disadvantaged individuals or groups and how their voices are less likely to be heard within the academic community.

In their interviews with faculty members at various universities, Marina Gair and Guy Mullins found that hidden curricula tend to place corporate values first as the business ethos of efficiency and productivity has become more prevalent within the university system in recent years. Some faculties have more space and resources than others and some academic disciplines enjoy higher status because they attract more funding.

Carrie Yang Costello offers an interesting contrast between schools of law and social work. Costello notes the interior décor of both schools reflects the cultures of different social classes, with plaques honoring wealthy benefactors adorning the walls of the law school and "vernacular craftwork" hanging in the halls of the school of social work.

There are also ideological biases built into the organization of both schools: the law school is more authoritarian and conservative with its amphitheatre style lecture halls that place students under the watchful eyes of their instructors, while the school of social work features a non-hierarchical and communal form of instruction with students sitting around conference tables.

Sandra Acker explains how the hidden curriculum operates at the level of dissertation advising for doctoral students. She notes some students find their search for a supervisor a humiliating experience, and some of them end up groveling to faculty members to serve on their thesis committees.

She also notes that not all students and faculty members are interchangeable, as students and professors come from different backgrounds and have different world views.

She says students find themselves under pressure to "shape their work and personality to match the dominant ethic of the institution." This ethic is characterized by hierarchical forms of organization and in some cases, elitism within academic departments.

Eric Margolis and Mary Romero look at how the hidden curriculum reveals itself in the process of mentoring. Margolis and Romero examine the role of conflict and dissent in the socialization of graduate students, particularly the importance of opposition and resistance in the process of intellectual development. Conflict lies in finding common ground between mentor and student, both in terms of differences in values and commitment to the structural aspects of institutional life.

Kenneth Ehrensal's study of the hidden curriculum in a commerce/management faculty offers interesting insights into the world of business education. He likens business education to military training, in which students learn to accept corporate forms of organization and authority as legitimate. The suit is the uniform of capitalism's "foot soldiers," and they are trained to believe the capitalist system is the only legitimate economic system, management is always based on rational decision-making processes, workers are always wrong in labour disputes, and managers are always motivated by the "intrinsic" factors of a job rather than earning a high salary.

Caroline Childress examines the problem of downward mobility by discussing how professionals are "cooled out" through a government-funded retraining program. She conducted a case study of a school that helps former managerial workers make the transition to lower status jobs for which they are overqualified.

Students are told that job opportunities are structured by employers, and they should be prepared to take what they can get. Clients are taught not to be angry, resentful or demanding when they search for jobs that are less prestigious or pay as much as what they held previously. They are taught to happily provide the contingent labour force that employers need.

Linda Muzzin's study of a pharmacy faculty uncovers a gendered division of labour within the university setting. The faculty's teaching component is involved in the training of pharmacists and is more likely to be staffed by women. The research component is more likely to be staffed by men, who are involved in sponsored research projects and the instruction of graduate students.

The largely male research faculty enjoy greater job security, better prospects for promotion and tenure, and more resources at their disposal. Muzzin argues that this is all part of the hegemony of molecular science research within pharmacy faculties, and it often works to the detriment of the primarily female instructional component.

Karen Tonso has found a gender bias in the organization of the engineering curriculum as well. Women make up a small proportion of engineering students, and they are more likely to be alienated or quit their programs than their male counterparts. In her case study she argues that the engineering school "conspired" against female students by incorporating "academic-science practices" that endorse "prototypically masculine ways of life." Furthermore, the majority male student population fosters a boys' club type of environment in which women find it difficult to compete.

Michael Soldatenko's study of Chicano students is the most revealing example of how the hidden curriculum operates within universities. He notes that students of colour believed they could transform the arts curriculum by introducing alternative world views, but liberal education is not as important to fulfill societal needs as applied research and professional education.

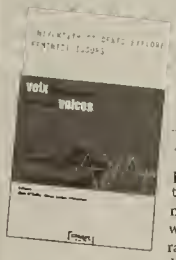
Academic departments within arts faculties have become "professionalized" by fragmenting themselves into specialized disciplines and using the number of publications and amount of research funding as measures of success. Issues of social justice or resistance to established policies and practices are discouraged because academics eschew value-laden scholarship in the name of objectivity and scientific reasoning.

As Soldatenko brilliantly points out, critical or radical scholars from diverse backgrounds are quickly absorbed into the hegemonic apparatus of academia because "dreams of a different world are exchanged for tenured positions."

While *The Hidden Curriculum in Higher Education* does not offer any prescriptions for change, it does raise issues that are symptomatic of the current state of post-secondary education in North America. The hidden objective of higher education appears to be the maintenance of unequal power relations, and while this is nothing new it has nonetheless intensified as institutions compete for scarce resources. ■

Leslie Ehrlich is a recently graduated PhD candidate from the Department of Sociology and Equity Studies at the Ontario Institute for Studies in Education of the University of Toronto. His research interests include higher education and labour markets, political economy, technology, and social change. He is currently a part-time instructor at the University of Saskatchewan.

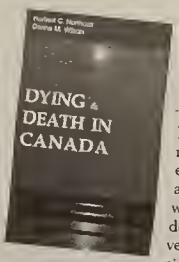
Quick Reviews



University Students Explore Feminist Issues

Ellen O'Reilly & Eliane Leslau Silverman, eds. Ottawa: Canadian Research Institute for the Advancement of Women, 2001; 131 pp; paper $13.95 CA

This compilation of texts reflects and re-interprets women's lives from a feminist perspective. The papers range from a feminist examination of the design and placement of public washrooms to the blues music; from an exploration of gendered violence in the brutal murder of a young woman to the deconstruction of the story of a 19th century West Indian slave; from Freud, and from Dorothy Parker to teen magazines; and from Central American revolutions to questions of legal ethics and reproductive rights. In all cases these articles make vivid and compelling connections between community and academe, between women's lives and the society we live in, between women's realities and women's hopes for the future. The reader will experience and appreciate the delightful diversity of topics and depth of knowledge displayed in the works of these young female scholars.



Dying & Death in Canada

Herbert C. Northcott & Donna M. Wilson. Aurora, Ontario: Garamond Press, 2001; 200 pp; paper $24.95 CA

Dying and death in a society reflect the material and social conditions of that society. For example, dying and death come frequently and early in life in a society where there is widespread poverty. In contrast, dying and death typically come late in life in a more developed society such as Canada at the beginning of the 21st century. How we live influences how and at what age we die. Similarly, dying is both a personal experience and a social role given shape and meaning by social practices and cultural definitions. The bereaved grieve and mourn in both personal and social terms and the meaning assigned to dying and death is both personally and socially constructed. This book is written for students who wish to learn about dying and death, for practitioners who work with the dying and the bereaved, for the dying and the bereaved themselves, and for the general public.

Quick Reviews produced from information supplied by publishers.

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Academic Librarians in the Digital Age

NEW DATE
4-6 April 2002 Sheraton Ottawa
www.caut.ca

Sponsored by the Canadian Association of University Teachers

CAREERS CARRIÈRES

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Answer to Homework!

From page A3. Adonis runs at 15 kilometres per hour. The difference between the time that Adonis needs to run the 5/8 of the bridge length to B and the time he needs to run the 3/8 of the bridge length to A is the time taken for the train to cross the bridge. Thus, the train crosses the bridge in the same amount of time that Adonis needs to run a quarter of its length. So the train goes at four times the speed of Adonis.

ADMINISTRATIVE STUDIES

THE UNIVERSITY OF WINNIPEG — The Department of Administrative Studies invites applications for a tenure-track appointment at the rank of Assistant Professor. The department offers three and four-year degrees with a major in Administrative Studies. This is a relatively new and growing program at the University of Winnipeg, housed in a state-of-the-art teaching facility. The program emphasizes case-method instruction in a curriculum that spans a range of management disciplines. Preference will be given to candidates with a broad perspective on business and its role in society, interdisciplinary interests, an appreciation of technology, and the versatility to teach at an introductory level in more than one management subject area. There is considerable opportunity for curriculum development in response to student demand and faculty interests. Applicants should have a PhD or be very near its completion. A strong commitment to undergraduate teaching as well as to research is essential. An understanding of the implications of technology for business, and its use in education is important. Management experience and familiarity with the case-method is desirable. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities. Interested candidates should, by January 31, 2002, send a curriculum vitae and arrange for three letters of reference to be forwarded directly to: Prof. John Melnyk, Acting-Chair, Department of Business Computing and Administrative Studies, The University of Winnipeg, 515 Portage Avenue, Winnipeg, MB R3B 2E9, fax (204) 774-8057, email: j.melnyk@uwinnipeg.ca.

ANESTHESIA

THE UNIVERSITY OF SASKATCHEWAN — The College of Medicine invites applications for the position of Chairperson, Department of Anesthesia for an initial five-year term commencing July 01, 2002. The successful candidate may be appointed to a full-time, tenured position at the Professor rank. Situated on the banks of the South Saskatchewan River in Saskatoon, the picturesque campus boasts an impressive Gothic fieldstone architectural style. The University of Saskatchewan offers a comprehensive array of programs within 13 colleges including 9 health science disciplines (clinical psychology, dentistry, kinesiology, medicine, nursing, nutrition, pharmacy, physical therapy, and veterinary medicine). The Department has a strong tradition of quality educational programming at both the undergraduate and postgraduate levels leading the country in CARMs medical student recruitment success and with full accreditation of the Royal College of Physicians and Surgeons. The Department is the sole academic resource for the province and the program is principally delivered in the Saskatoon, Regina, and Prince Albert Health Districts. Seven full-time academic positions are complemented by 54 part-time faculty appointments. Dedicated faculty and bright enthusiastic students join in an intimate environment distinguished by its easy and open communication. Collaborative research opportunities abound in the College's integrated basic science departments (anatomy & cell biology, biochemistry, microbiology, pharmacology and physiology) as well as unique opportunities afforded by the Western College of Veterinary Medicine and the new Canadian Light Source facility (synchrotron) under construction. The Chairperson will have overall responsibility for all aspects of the academic program and will provide leadership in teaching, research, and quality patient care in all subspecialties with the exception of pediatric cardiovascular surgery. The successful candidate may also be concurrently appointed as Chief, Head of the Saskatoon Health District Department of Anesthesia. Tremendous opportunities exist for the appropriate individual to implement creative initiatives. Two vacant full-time positions afford the successful candidate the ability to recruit additional academic faculty consistent with a new vision. The University of Saskatchewan is committed to employment equity. Members of designated groups (women, Aboriginal people, people with disabilities and visible minorities) are encouraged in their applications to identify themselves as such. This position has been cleared for advertising at the two-tier level. Applications are invited from qualified individuals regardless of their immigration status in Canada. Interested candidates should submit a letter outlining their interest and suitability for the position, curriculum vitae and the names of three referees. Please respond in confidence to Dr. Charles Baker, Acting Dean, College of Medicine, University of Saskatchewan, Room B103, Health Sciences Building, 107 Wiggins Road, Saskatoon, SK S7N 5E5.

ANTHROPOLOGY

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Anthropology and Sociology and the Museum of Anthropology invite applications for a tenure-track joint position beginning July 1, 2003, subject to final budgetary approval. The successful candidate will be appointed in Anthropology (Rank open) and as Curator of Northwest Coast Ethnology at the Museum of Anthropology. A PhD in Anthropology is required. We seek an excellent candidate who has research, teaching and curatorial experience in Northwest Coast ethnography and material culture, museums, and artistic expression. Preference will be given to scholars with ongoing ethnographic projects in collaboration with First Nations/American Indian communities located on the Northwest Coast. Please send a letter of interest, a curriculum vitae, and the names and addresses of three references by March 1, 2002 to: Dr. David Pokotylo, Head, Department of Anthropology and Sociology, University of British Columbia, 6303 N.W. Marine Drive, Vancouver, B.C., Canada V6T 1Z1. UBC hires on the basis of merit and is committed to employment equity. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

APPLIED HUMAN SCIENCES

CONCORDIA UNIVERSITY — The Faculty of Arts and Science, has up to two limited-term appointments available in its Department of Applied Human Sciences. Please see our full-page display ad in this issue.

APPLIED SCIENCE

THE UNIVERSITY OF BRITISH COLUMBIA — The Faculty of Applied Science invites applications for the position of Director, Biomedical Engineering Initiative. The Biomedical Engineering Initiative will include multidisciplinary graduate programs at the masters and doctoral levels that are expected to be offered starting September 2003. It will involve strong collaboration with other Faculties, including Medicine, Dentistry and Science. The successful candidate should be qualified for appointment at the rank of Associate Professor or Professor in one of the Departments of Chemical and Biological Engineering, Electrical and Computer Engineering, Mechanical Engineering or a closely related field. He or she is expected to have strong leadership capabilities, to have demonstrated excellence in teaching, research and/or professional practice; and to have or seek registration as a Professional Engineer in British Columbia. Experience in industry is preferred, but not essential. The successful candidate will be expected to develop the Biomedical Engineering Initiative by building upon the faculty existing strengths; to build strong collaborative relationships across the University, its teaching hospitals and its external partners, including education and research organizations and funding agencies in Canada and abroad. Further information on the four engineering departments is available via www.apsc.ubc.ca, and information on the employment environment in the Faculty of Applied Sciences is available at www.apsc.ubc.ca/careers. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply; however, Canadians and permanent residents will be given priority. The position is subject to final budgetary approval. The deadline for receipt of applications is March 15, 2002. Applications (in hard copy only), accompanied by a detailed curriculum vitae, a statement (1–2 pages) describing research and teaching interests, and the names of four references, should be submitted in confidence to: Prof. Guy Dumont, Associate Dean, Faculty of Applied Science, The University of British Columbia, 2006-2324 Main Mall, Vancouver, BC V6T 1Z4, tel +1-604-822-0159; fax +1-604-822-7006; email: dumont@apsc.ubc.ca.

ART & CULTURE STUDIES

SIMON FRASER UNIVERSITY — The Dena Wosk University Professorship is an endowed position in honour of the Wosk family, magnanimous benefactors to Simon Fraser University. The Professorship has been created to invigorate the study of music in the Art and Culture Studies program and to enhance the program's academic stature. Art and Culture Studies is a B.A. program with interdisciplinary courses in contemporary issues, contemporary theory, and the social history of art and culture. It is located in the School for the Contemporary Arts and integrated with the other programs offered by the School. B.F.A.'s in Dance, Film, Music, Theatre, and Visual Art, and an interdisciplinary M.F.A. The Dena Wosk University Professor will be a scholar in the social history of music, ethnomusicology, or musicology with distinguished scholarly publications on fine and/or popular music. The successful candidate will also be an outstanding teacher with a dynamic commitment to undergraduate education. A demonstrated interest in interdisciplinary teaching and program development will be an asset. The position will begin in the 02/03 academic year at the Associate or Full Professor rank. Applicants should send a C.V., an outline of research interests, a statement of teaching interests, up to three reprints, and the names, addresses, and phone numbers of six referees to: Martin Gotfrit, Director, School for the Contemporary Arts, Simon Fraser University, 8888 University Drive, Burnaby, BC, V5A 1S6, Canada, fax (604) 291-5907. Deadline: Jan. 31, 2002. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants.

ART HISTORY

THE UNIVERSITY OF BRITISH COLUMBIA invites applications for a tenure-track appointment in the history of Chinese art at the Assistant Professor level beginning July 1, 2002. Completed PhD required. Awareness of contemporary debates within the discipline, involvement with innovative new research approaches, and good familiarity with the whole history of Chinese art required to be taught at both undergraduate and graduate levels. Specialty may be in any historical period except for the modern and contemporary, although an ability to teach the latter on the undergraduate level would be an asset. For further information, visit our website: www.finearts.ubc.ca. Please submit a CV, a statement concerning teaching and research methods, copies of any publications, and three letters of reference to: Head, Department of Art History, Visual Art, and Theory, University of British Columbia, 403-6333 Memorial Road, Vancouver, B.C., V6T 1Z2, Canada. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents, however we encourage all qualified persons to apply. The University of British Columbia hires on the basis of merit and is committed to employment equity. This position is subject to final budgetary approval. Deadline: February 15, 2002.

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Art History, Visual Art, and Theory invites applications for a tenure-track faculty appointment in Studio Art, at the Assistant Professor level, beginning July 1, 2002. The Department seeks an individual concentrating in areas of 2-D media with a strong knowledge of contemporary art issues. The successful candidate must be prepared to teach in areas of painting, drawing and printmaking and will be able to teach across traditional disciplinary boundaries. A good understanding of the integration of new technologies into traditional practices is necessary. The individual will be teaching in both undergraduate and graduate programs. The Department of Art History, Visual Art, and Theory is a medium-size department within a major university and so an ability to form interdisciplinary collaborations is an asset. The pursuit of studio practice against a strong background of art historical and theoretical concerns is essential to our department and such ability will be sought in the candidates. Requirements include a M.F.A. (or equivalent), an active national exhibition record and post-secondary teaching experience. A publication record will be an asset. Applicants should submit the following package to: Head, Department of Art History, Visual Art, and Theory, University of British Columbia, Room 403-Lasserre Building, 6333 Memorial Rd., Vancouver, BC, V6T 1Z2: an application letter including a statement of artistic and teaching philosophies; visual documentation of current work (e.g.: 35mm slides to a maximum of 30, a cued video no longer than 12 minutes, CD Rom, and/or URL); relevant publications including authored works and reviews; detailed CV; the names, addresses, telephone numbers, and email addresses of three references. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply. This position is subject to final budgetary approval. Deadline February 15, 2002.

BIOCHEMISTRY

SIMON FRASER UNIVERSITY — The Department of Molecular Biology and Biochemistry is seeking a half-time Lecturer in Biochemistry. A Lecturer at SFU shall provide the services of an expert university teacher having full responsibility for the preparation and instruction of courses, including laboratory courses, and for curriculum development. The successful applicant must have demonstrated successful teaching and technical experience in modern areas of Biochemistry in both the lecture and lab courses. Teaching will be in both the lower and upper division undergraduate levels. Candidates must have a PhD in Biochemistry. Post-doctoral experience is desirable. Applicants should provide a curriculum vita, a letter of teaching interest, and arrange for three confidential letters of reference to be sent directly to: Dr. Michael J. Smith, Chair, Lecturer in Biochemistry, Search Committee, Department of Molecular Biology and Biochemistry, Simon Fraser University, 8888 University Dr. Burnaby, B.C. V5A 1S6. All application materials must be received by January 15, 2002. Simon Fraser University is committed to the principle of equity in employment and offers equal opportunity to qualified candidates. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. This position is subject to budgetary approval.

BIOLOGICAL PSYCHOLOGY

ATHABASCA UNIVERSITY — Canada's Open University™ invites applications for an assistant professor position in Biological Psychology. The position is housed within a small community of innovative psychologists in the Centre for Psychology. In addition to its undergraduate degree programs and courses, the University anticipates the offering of a Master of Counselling program in January of 2002. The ideal candidate should have a PhD in biological psychology with a strong background in instructional design and/or educational technology, have relevant teaching experience, and show promise of developing a program of research

ACAD
ALBERTA COLLEGE OF ART & DESIGN

ALBERTA COLLEGE OF ART & DESIGN

The Alberta College of Art and Design is one of Canada's only four fully independent degree granting Colleges of Art and Design. It offers degrees (Bachelor of Design and Bachelor of FineArts) covering the Crafts, Design, Fine Arts and Media Arts and Digital Technologies.

Permanent Faculty Position
Department of Liberal Studies: Craft Historian and Theorist

The department of Liberal Studies at the Alberta College of Art and Design invites applications for a permanent faculty position in Craft History and Theory commencing August 19, 2002.

The responsibilities of the successful candidate will include the development and teaching of new undergraduate courses in craft history and theory, as well as the teaching of survey/core courses in the history of the visual arts, craft and design, at all levels in support of the college's studio based degree programs. The successful candidate will also be expected to have an active and ongoing engagement with research and publication.

The successful candidate will have a PhD or at least its equivalent, a record of successful teaching experience, and research and publication. Candidates with a knowledge of, a commitment to and understanding of studio based art, craft and design education will be particularly welcome.

Salary will be commensurate with qualifications and experience.

Applications:
All applicants must submit a letter of application outlining their teaching philosophy, current curriculum vitae, evidence of satisfactory teaching, a research plan and samples of recently published or written work and three letters of reference by **February 15th, 2002** to:

Richard Miller
Human Resources Manager
The Alberta College of Art and Design
1407 14th Avenue NW
Calgary, Alberta T2N 4R3

For more information on the position contact:

Mireille Perron
Chair, Dept. of Liberal Studies
The Alberta College of Art and Design
mireille.perron@acadnet.ca

For a more detailed list of requirements for this position and a list of programs and courses offered at the College, consult our web site at: www.acad.ab.ca

The Alberta College of Art & Design is an equal opportunity employer.

In accordance with Canadian immigration requirements, this advertisement is addressed in the first instance to Canadian citizens and permanent residents.

Teaching responsibilities include courses in the biological bases of human behavior. Possible areas for development include addictions, neuropsychology, psychopharmacology, altered states of consciousness, sensation and perception. Candidates must be prepared to teach psychology courses outside of the field of biological psychology. The selected candidate will develop print-based and Internet-based course materials for use by distance learners at the undergraduate level and, potentially, at the graduate level. The preferred candidate will be an innovator in education who believes in open education and enjoys working with adult learners. Experience in distance education and computer-based instruction is an asset. The position is a five year term appointment with a strong possibility of becoming a continuous appointment (i.e., tenure-track) starting June 1, 2002, or as soon as possible thereafter. Further information about this position may be obtained from Dr. Geoff Peruniak, Chair, Centre for Psychology phone, (780) 675-6235, or email, geoff@athabascau.ca. Athabasca University is located in the Town of Athabasca in the beautiful cottage country of north central Alberta, 145 km north of Edmonton and operates regional centres in Calgary and Edmonton. It specializes in distance education and delivers courses to approximately 25,000 students per year. Academics live and work in Athabasca, or commute weekly to Athabasca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Athabasca University develops and maintains an environment that supports equitable working conditions for members of groups traditionally under-represented in universities. Applicants should forward a letter of application, a curriculum vitae, and the names and addresses of three referees by March 31, 2002 to: Coordinator, Employment Services, Human Resources, Athabasca University, 1 University Drive, Athabasca, AB T9S 3A3, by e-mail to resume@athabascau.ca; or by fax to (780) 675-6135.

BIOLOGY

McGILL UNIVERSITY — The Department of Biology is recruiting a tenure-track faculty member in cell and developmental biology. We seek applicants who use molecular and/or genetic approaches to basic problems of cell and/or developmental biology. The Department has strong research groups working in yeast, C. elegans, Drosophila, and Arabidopsis, and is prepared to consider applications from individuals utilizing these or other systems in their research. The successful applicant will be expected to conduct a vigorous program of independent, externally funded research and to teach at both the undergraduate and graduate levels in a department with an established cell and develop biology curriculum. Candidates must have a PhD or equivalent degree and postdoctoral experience demonstrating excellence in their field. This position is at the Assistant professor level; however, exceptional senior candidates will also be considered for recruitment at the Associate or Full Professor level. Applicants should forward a CV, copies of representative reprints, statement of research interests, statement of teaching interests, and arrange to have three letters of reference sent to the following address: Cell and Developmental Biology Search, c/o Louise Sabaz, Department of Biology, McGill University, 1205 Avenue Docteur Penfield, Montreal, Quebec, Canada H3A 1B1. Application deadline is February 15, 2002. In accordance with Canadian immigration regulations, this advertisement is directed in the first instance to Canadian citizens and landed immigrants, however, applications from individuals of other nationalities will also be considered.

THE UNIVERSITY OF WINNIPEG — The Department of Biology invites applications for a tenure-track position, at the rank of Assistant Professor. Candidates should have a PhD, preferably with postdoctoral experience, and a strong commitment to undergraduate teaching. The appointee will be expected to teach in the area of cell biology and genetics, and make other contributions to our teaching program, which is a broadly based undergraduate curriculum. While the University of Winnipeg is an undergraduate University, the successful candidate will be expected to develop a strong program of research in his/her field of cell biology, genetics, molecular cell biology, developmental biology, or bioinformatics, there are opportunities to supervise graduate students. The Department of Biology offers a wide range of courses in the discipline, but has teaching and research strengths in the areas of ecology, cell biology, genetics and microbiology. The department also participates in the University's Interdisciplinary Biochemistry and Environmental Studies programs, a Joint Program in Applied Biology with Red River College, and has a strong commitment to teaching and research in Forest Ecology. In accordance with Canadian Immigration requirements, first preference must be given to Canadian citizens and permanent residents. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities. Subject to budgetary approval, this position will commence on July 1, 2002. Deadline for submission of applications is January 15, 2002. Interested applicants should send a curriculum vitae and arrange for three letters of reference to be forwarded to Dr. Ed Byard, Chair, Department of Biology, University of Winnipeg, 515 Portage Avenue, Winnipeg, MB, Canada, R3B 2E9, tel reprints, statement of research interests, statement of teaching interests, and arrange to have three letters of reference sent to the following address: Cell and Developmental Biology Search, c/o Louise Sabaz, Department of Biology, McGill University, 1205 Avenue Docteur Penfield, Montreal, Quebec, Canada H3A 1B1. Application deadline is February 15, 2002. In accordance with Canadian immigration regulations, this advertisement is directed in the first instance to Canadian citizens and landed immigrants, however, applications from individuals of other nationalities will also be considered.

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McGILL UNIVERSITY — The Department of Biology is recruiting a tenure-track faculty member in Neurobiology. We seek applicants who use molecular and/or genetic approaches to nervous system function or the neural basis of behaviour. The Department has strengths in the molecular genetics of several model systems as well as in neuroethology. The successful applicant will be expected to conduct a vigorous program of independent, externally funded research and to teach at both the undergraduate and graduate levels in a department with an established neurobiology curriculum. Candidates must have a PhD or equivalent degree and postdoctoral experience demonstrating excellence in their field. This position is at the Assistant Professor level; however, exceptional senior candidates will also be considered for recruitment at the Associate or Full Professor level. Applicants should forward a CV, copies of representative reprints, statement of research interests, statement of teaching interests, and arrange to have three letters of reference sent to the following address: Neurobiology Search, c/o Louise Sabaz, Department of Biology, McGill University, 1205 Avenue Docteur Penfield, Montreal, Quebec, Canada H3A 1B1. Application deadline is February 15, 2002. In accordance with Canadian immigration regulations, this advertisement is directed in the first instance to Canadian citizens and landed immigrants, however, applications from individuals of other nationalities will also be considered.

McGILL UNIVERSITY — The Department of Biology is recruiting a tenure-track faculty member in Neurobiology. We seek applicants who use molecular and/or genetic approaches to nervous system function or the neural basis of behaviour. The Department has strengths in the molecular genetics of several model systems as well as in neuroethology. The successful applicant will be expected to conduct a vigorous program of independent, externally funded research and to teach at both the undergraduate and graduate levels in a department with an established neurobiology curriculum. Candidates must have a PhD or equivalent degree and postdoctoral experience demonstrating excellence in their field. This position is at the Assistant Professor level; however, exceptional senior candidates will also be considered for recruitment at the Associate or Full Professor level. Applicants should forward a CV, copies of representative reprints, statement of research interests, statement of teaching interests, and arrange to have three letters of reference sent to the following address: Neurobiology Search, c/o Louise Sabaz, Department of Biology, McGill University, 1205 Avenue Docteur Penfield, Montreal, Quebec, Canada H3A 1B1. Application deadline is February 15, 2002. In accordance with Canadian immigration regulations, this advertisement is directed in the first instance to Canadian citizens and landed immigrants, however, applications from individuals of other nationalities will also be considered.

McGILL UNIVERSITY — The Department of Biology invites applications for a tenure track position in Evolutionary Biology. All fields of evolutionary biology will be considered, but applications are especially welcome from individuals who work in life history evolution, experimental evolution, evolutionary theory, evolutionary genomics, and phylogenetic approaches to evolutionary questions. The successful applicant will be expected to conduct a vigorous program of independent, externally funded research and to teach at both the undergraduate and graduate levels in a department with an established evolutionary biology curriculum. Candidates must have a PhD or equivalent degree and postdoctoral experience demonstrating excellence in their field. This position is at the Assistant Professor level; however, exceptional senior candidates will also be considered for recruitment at the Associate or Full Professor level. Applicants should forward a CV, copies of representative reprints, statement of research interests, statement of teaching interests, and arrange to have three letters of reference sent to the following address: Evolutionary Biology Search, c/o Louise Sabaz, Department of Biology, McGill University, 1205 Avenue Docteur Penfield, Montreal, Quebec, Canada H3A 1B1. Application deadline is February 15, 2002. In accordance with Canadian immigration regulations, this advertisement is directed in the first instance to Canadian citizens and landed immigrants, however, applications from individuals of other nationalities will also be considered.

McGILL UNIVERSITY — The Department of Biology invites applications for a Canada Research Chair in Conservation Biology. This appointment can be in any field of conservation. This position is at the Tier II (assistant or associate professor) level, although exceptional senior candidates may be considered for hiring at the Tier I (professor) level. We seek a colleague to complement a research group with strengths in plant and marine conservation, biodiversity, evolution, ecology and aquatic science. The successful applicant will be expected to conduct a vigorous program of independent, externally funded research and to teach at both the undergraduate and graduate levels in the area of conservation biology. Candidates must have a PhD or equivalent degree and a track record demonstrating excellence in their field. The University operates several field stations in a variety of climates (Schefferville, Mont St. Hilaire, Memphremagog, Barbados) and has a teaching and research alliance with the Smithsonian Tropical Research Institute in Panama. Candidates whose research would benefit from these facilities would be particularly attractive. Applicants should forward a CV, copies of representative reprints, statement of research interests, statement of teaching interests, and arrange to have three letters of reference sent to the following address: Conservation Biology Search, c/o Louise Sabaz, Department of Biology, McGill University, 1205 Avenue Docteur Penfield, Montreal, Quebec, Canada H3A 1B1. Application deadline is February 15, 2002.

BUSINESS

YORK UNIVERSITY — The Schulich School of Business has tenure-stream positions in Accounting (2), Finance (1), Marketing (2), Strategy (2), Entrepreneurship (1); Organizational Behaviour/Industrial Relations (1), Pierre Lassonde Chair in International Business, Henry J. Knowles Chair in Technology and Innovation, Anne and Max Tanenbaum Chair in Family Enterprise, CIT Chair in Financial Services. The Schulich School of Business (formerly the Faculty of Administrative Studies) at York University in Toronto, Canada, invites applications for tenure-stream openings commencing July 1, 2002 and July 1, 2003. Preferred candidates will be qualified to teach in PhD, Masters and Undergraduate programs; possess a completed doctorate, provide evidence of effective teaching, have a commitment to scholarly research and publication. Salary and benefits are competitive. Rank may vary by area, salary is negotiable. These positions are subject to budgetary approval. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Schulich School of Business welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs/ or a copy can be obtained by calling the affirmative action office at 416-736-5713. Canadian citizens and permanent residents will be considered first for these positions. However, all applicants will be given serious consideration. Please send curriculum vitae to Dezső J. Horváth, Dean, Schulich School of Business, York University, 4700 Keele Street, North York, Ontario, M3J 1P3, Canada. Submissions will be accepted until positions are filled.

McMASTER UNIVERSITY — The Michael G DeGroote School of Business invites applications for a tenure-track position at the Assistant/Associate Professor level, commencing July 2002 in the area of Accounting. Preference will be given to candidates with teaching interest in auditing, EDP auditing, E-commerce, information systems and/or advanced financial accounting. The candidate's PhD should be completed by the commencement of the appointment, preferably with demonstrated high quality teaching and research expertise in one or more of the following areas: Human Resources/Strategic HR, Industrial Relations, or Organizational Behaviour. Preference will be given to candidates whose research and teaching interests span across two or more of the above domains. Duties include research (McMaster is a "research intensive University"), teaching at both the graduate and undergraduate levels and the ability to supervise doctoral candidates. Salary will be commensurate with academic qualifications, teaching and practical experience. Applications should contain a curriculum vitae and the names and contact information of three referees. Send applications and all supporting documentation to Dr. V.V. Baba, Dean, Michael G. DeGroote, School of Business, McMaster University, 1280 Main St. W., Hamilton, ON L8S 4M4, Email: baba@mcmaster.ca

McMASTER UNIVERSITY — The Finance and Business Economics Area of the Michael G. DeGroote School of Business invites applications for a tenure-track position at the Assistant/Associate Professor level, commencing July, 2002, in Finance with research interests in one or more of the following areas: corporate finance, financial markets, market microstructure, banking and international finance. Candidates with interests in other areas may be considered. Qualifications include PhD in Finance, completed or near completion, preferably with demonstrated high quality teaching and research. Duties include research (McMaster is a "research intensive University") and teaching at both the graduate and undergraduate levels. Salary will be commensurate with academic qualifications, teaching and practical experience. Applications should contain a curriculum vitae and the names and contact information of three referees. Send applications and all supporting documentation to Dr. V.V. Baba, Dean, Michael G. DeGroote, School of Business, McMaster University, 1280 Main St. W., Hamilton, ON L8S 4M4, Email: baba@mcmaster.ca. Fax (905) 526-0852. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. All qualified candidates are encouraged to apply, however, Canadians and Permanent Residents will be given priority. Applications will be considered until the position is filled.

McMASTER UNIVERSITY — The Michael G DeGroote School of Business invites applications for a tenure-track position at the Assistant/Associate Professor level, commencing July 2002 in the area of Accounting. Preference will be given to candidates with teaching interest in auditing, EDP auditing, E-commerce, information systems and/or advanced financial accounting. The candidate's PhD should be completed by the commencement of the appointment, preferably with demonstrated high quality teaching and research. Duties include research (McMaster is a "research intensive University") and teaching at both the graduate and undergraduate levels. Salary will be commensurate with academic qualifications, teaching and practical experience. Applications should contain a curriculum vitae and the names and contact information of three referees. Send appli-

University of Alberta
Edmonton

John Dossetor Health Ethics Centre

Director, John Dossetor Health Ethics Centre

The University of Alberta invites applications for the position of Director, John Dossetor Health Ethics Centre. Formally established by the University of Alberta, and accountable to the Health Sciences Council and the Dean of Faculty of Medicine and Dentistry, the Centre is increasingly recognized nationally and internationally for its interdisciplinary research, education and community service in clinical and applied health ethics. The successful candidate will be appointed to a full-time, academic, tenure track position with a primary appointment and cross-appointment in an appropriate Faculty/ Department(s) at the University of Alberta.

The Director will provide effective leadership and expertise over a broad array of activities aimed at strengthening the John Dossetor Health Ethics Centre's profile as an internationally recognized centre of excellence in interdisciplinary health ethics research, education and community service. The successful candidate will have an outstanding record of high quality research and be a respected international authority in clinical and/or applied health ethics which will foster a strong research program capable of attracting provincial/national support.

The Director will facilitate a consultative approach with the Centre's academic and professional staff in the development of strategic plans, research and educational program, and be a strong advocate for the Centre with internal and external stakeholders. This will include playing a leadership role in ensuring the long-term sustainability of the Centre and fostering collaborative research and educational activities with a broad range of university, community and government organizations.

The successful candidate will hold a doctoral degree (MD or PhD) in a relevant discipline and demonstrated academic leadership in health ethics at the national and international level. Additional information about the Centre is available at: www.ualberta.ca/bioethics

In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered.

Applications, including a curriculum vitae and the names of three people who may be contacted for references, should be sent by January 30th, 2002 to:

Dr. Lorne Tyrrell, Dean
Faculty of Medicine and Dentistry
and Chair, Selection Committee of the
Health Sciences Council
300 Campus Tower, 8625 112th Street
University of Alberta
Edmonton, Alberta T6G 1K8

The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit.

We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities and Aboriginal persons.

University of Alberta
Edmonton

Canada Research Chair in Anthropology

The Department of Anthropology at the University of Alberta invites applications to fill a tenured full-time position at the Full Professor level. Candidates must have a distinguished research program appropriate to Tier I Canada Research Chair nominations. Our recent strategic planning has identified human osteology/osteoarchaeology as a major area of strength that augments departmental strength in Past Human Biology and Behavior. We seek a colleague whose research interests complement those of other faculty in the Department, and who will be able to contribute to our continuing development of the four-field approach to anthropology. In support of this area, the Department maintains extensive teaching and reference collections in human osteology with a full-time technologist (curatorial assistant) dedicated to these resources.

In keeping with the expectations of the Canada Research Chairs program, the successful candidate must have a PhD and will have an outstanding research profile, an innovative and original research program, and demonstrated ability to attract significant external funding, excellent graduate students and post-doctoral fellows. In addition to providing leadership in the development of inter-disciplinary and collaborative research initiatives and managing multi-faceted research projects, the Chair will be expected to teach at the graduate and undergraduate levels and contribute substantively to the Department's reputation for excellence in teaching. The successful candidate will be expected to submit a proposal to the Canadian Foundation for Innovation (http://www.innovation.ca) for research infrastructure, in conjunction with the CRC nomination.

As a senior Chair, the appointment will be tenured at the rank of Full Professor. As part of the application, candidates should submit a short statement of proposed research (maximum 3 pages), a detailed curriculum vitae and the names and addresses of at least three references to:

Dr N Lovell, Chair,
Department of Anthropology,
University of Alberta,
Edmonton, Alberta, Canada T6G 2H4.

Applications are encouraged from Canadians, Permanent Residents of Canada and non-Canadians and will be considered beginning 1 February 2002. The competition will remain open until a candidate is selected. Further information about the Department of Anthropology may be found at www.arts.ualberta.ca/anthropology.

The Canada Research Chairs Program has been established by the Government of Canada to enable Canadian universities to foster research excellence and enhance their role as world class centres of research excellence in the global, knowledge-based economy. More information about the Canada Research Chairs is available at http://www.chairs.gc.ca

The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP).

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cations and all supporting documentation to Dr V.V. Baba, Dean, Michael G. DeGroote, School of Business, McMaster University, 1280 Main St. W., Hamilton, ON L8S 4M4, Email baba@mcmaster.ca. Fax (905) 526-0852. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. Applications will be considered until the position is filled.

CHEMISTRY

THE UNIVERSITY OF VICTORIA — The Department of Chemistry is undergoing significant renewal. We now require people with expertise that is complementary to existing research strengths, and who possess the ability to teach effectively at the undergraduate level in the areas of analytical, physical, or inorganic chemistry. Appointees will be expected to develop as outstanding teachers and mentors of undergraduate and graduate students, and as researchers through the initiation and expansion of creative research programs based on external research funding. The Department (www.chemistry.uvic.ca) offers several degree programs leading to the B.Sc. as well as to M.Sc. and PhD graduate degrees. The research strengths of the Department lie in the areas of Reactivity, Dynamics, and Spectroscopy, and in Property-directed Synthesis. We have well equipped multi-user facilities to support these themes, and we intend to build on both areas of focus in the coming years. Applicants who are best able to fulfill the openings will be appointed at the rank of tenure-track Assistant Professor. Candidates must hold a PhD and have post-doctoral experience. Applicants should send a CV, a detailed research proposal (with plain-language summary), and a teaching dossier (or equivalent documentation that outlines the candidate's teaching experience and philosophy) to Dr. Tom Fyles, Chair, Department of Chemistry, University of Victoria, Box 3065, Victoria B.C. Canada V8W 3P6 (e-mail: chemhead@uvic.ca). The candidate should also supply names and complete addresses (fax and e-mail) for three or more people able to act as referees. Applications will be considered after March 1, 2002, with an expected appointment date as soon as possible following July 1, 2002. All qualified applicants are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal peoples.

THE UNIVERSITY OF TORONTO — The Department of Chemistry invites applications for a tenure-stream position at the rank of Assistant Professor in the area of polymer chemistry. The appointment will be held at the campus of the University of Toronto at Mississauga (UTM) where an expansion of the chemistry department has been initiated. Candidates will be expected to participate in the teaching of undergraduate and graduate level courses and to develop a strong research program. Applications from candidates interested in any area of polymer chemistry will be considered, however, the department is particularly interested in individuals with interests in polymer synthesis, materials characterization, or the application of polymeric materials to biotechnology. Applicants should possess a PhD in polymer or bio-organic chemistry or a closely related discipline, a strong academic background and a record of excellence in research. An attractive start-up package will be provided. Salary will be commensurate with qualifications and experience. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority groups, women, Aboriginal persons, persons with disabilities and others who may contribute to further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applications will be accepted until 8 March 2002. Applicants should provide a curriculum vitae, a list of publications, a statement of teaching interests, and an outline of their proposed research, and should arrange to have three confidential letters of recommendation sent on their behalf to Professor David Farrar, Chair, Department of Chemistry, University of Toronto, 80 St George St., Toronto, ON, Canada, M5S 3H6.

THE UNIVERSITY OF WATERLOO — Search extended. Tenure-Track Faculty Appointment in Organic Chemistry. The Department of Chemistry is seeking to fill a vacancy in Organic Chemistry. Individuals with expertise in any area of modern organic chemistry, ranging from synthetic to physical organic chemistry and including polymer science, will be considered. Applicants will be expected to have demonstrated superior abilities in their prior research work and to exhibit outstanding potential for excellence in teaching and future research. Postdoctoral experience, in addition to a PhD in any aspect of Organic Chemistry, is essential. It is anticipated that the appointment will be made at the level of Assistant Professor, however applications for appointments at a more senior rank will also be considered. Inquiries and applications should be directed to: The Chair, Department of Chemistry, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Applicants should submit a complete curriculum vitae, a research proposal (5–10 pages in length) and arrange for three letters of recommendation from professional references to arrive before February 1, 2002. Additional information concerning the department and the University of Waterloo can be found at http://soborg.uwaterloo.ca/chemistry. All qualified candidates are encouraged to apply; however Canadians and Permanent Residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. This appointment is subject to the availability of funds.

THE UNIVERSITY OF WINDSOR invites applications for tenure-track faculty positions (rank open) in the Department of Chemistry and Biochemistry in the areas of Organic Chemistry and Biophysical Chemistry commencing July 1, 2002. Subject to budgetary approval. For detailed position descriptions visit our website at www.uwindsor.ca/facultypositions. Contact: Dr. Keith Taylor, Head, School of Physical Sciences, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519 253 3000, Ext. 3526, Fax: 519 973 7098, Email: taylor@uwindsor.ca

CHEMISTRY & BIOCHEMISTRY

CONCORDIA UNIVERSITY — The Faculty of Arts and Science, has one limited-term appointment available in general chemistry. Please see our full-page display ad in this issue.

CHEMISTRY & CHEMICAL ENGINEERING

THE ROYAL MILITARY COLLEGE OF CANADA — The Department of Chemistry and Chemical Engineering invites applications for a tenure track position at the level of Assistant Professor. The Royal Military College is Canada's only Federal University. The Department of Chemistry and Chemical Engineering is responsible for the BEng degree in Chemical Engineering, the BSc in Chemistry, and MEng, MSc & PhD degrees in the Chemical and Materials, Environmental and Nuclear fields. The department has a staff of 23 professors who are active in a wide range of applied and fundamental research. Presently, the department has over $8M/year in research funds and has recently been given full access to all NSERC funding. Full details can be found on the RMC web site at www.rmc.ca. The department is seeking a scientist/engineer with expertise in one or more of the following areas: organic chemistry, polymers, composites, environmental science, environmental engineering, and heat and mass transfer. The required qualifications are a PhD in a chemically related field, publications in the area of specialty and acceptable teaching experience. Preference may be given to those with some industrial experience. The candidate must be eligible for registration as Professional Engineer in Canada. The successful candidate should be prepared to teach undergraduate and graduate courses in Chemistry and/or Chemical Engineering, and to conduct an active research program. Institutional start-up research funds are available. The ability to teach in English and French is essential for this bilingual position. (Preference will be given to staffing the bilingual position. However, candidates who apply for this competition may be assessed to staff similar positions — both bilingual and English only.) The salary scale for 2001–2002 is $40,948 to 68,008 per annum, plus an annual Terminable Allowance of $2200. Starting salary will be in accordance with experience and qualifications. The appointment will be subject to a probationary period of three years. A curriculum vitae, including proof of education, a summary of research interests, selected publications and the names and addresses of three academic referees must be addressed to: Mrs. Lucille Maillet, Civilian Human Resources Office, Canadian Forces Base Kingston, P.O. Box 17 000, Station Forces, Kingston, Ontario K7K 7B4. Phone: (613) 541-5010, extension 5037, Fax (613) 541-4496, e-mail: f.maillet@dnd.ca. The expected starting date for the position is 1 July 2002. The closing date for applications is 30 March 2002. In accordance with the Public Service Employment Act, preference will be given to Canadian citizens. Candidates with foreign education and credentials are required to provide proof of Canadian equivalency. You may consult the Canadian Information Centre for International Credentials at http://www.cmec.ca/cicic/ for further information. The Royal Military College of Canada is a coeducational and bilingual university, and this position is offered equally to women and men. On peut obtenir une version française de cette annonce en s'adressant à: Mme Lucille Maillet, Bureau des ressources humaines civiles, Base des forces canadiennes Kingston, C.P. 17 000, Succursale Forces, Kingston, Ontario, K7K 7B4. For an explanation of the staffing process, please contact Mrs. Lucille Maillet.

CHILD & YOUTH STUDIES

BROCK UNIVERSITY — The Department of Child and Youth Studies invites applications for a probationary (tenure track) appointment at the rank of Assistant Professor, effective July 1, 2002. A recently completed PhD in a relevant discipline is preferred together with evidence of successful teaching experience, research potential and expertise in quantitative and/or qualitative methodology in child and/or youth research. In addition to undergraduate teaching and supervision, the successful candidate will be expected to provide methodological support to graduate students in a new multidisciplinary MA program in Child and Youth Studies, develop a strong program of independent research and scholarly activities and participate in the affairs of the department. Applicants should submit by February 28, 2002, a letter of application, curriculum vitae, selected reprints/preprints of publications, an outline of their research plans, and arrange for three letters of reference to be sent to: Dr. Christine Blais, Chair, Department of Child and Youth Studies, Brock University, St. Catharines, Ontario, Canada, L2S 3A1. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified men and women candidates are encouraged to apply. All qualified candidates are encouraged to apply; however, Canadians and Permanent residents will be given priority. More information may be found on the Brock website at: www.brocku.ca

CHIMIE ET GÉNIE CHIMIQUE

LE COLLÈGE MILITAIRE ROYAL OU CANADA — Le département de Chimie et Génie chimique cherche à combler un poste au rang de Professeur(e) Adjoint(te). Le collège militaire royal du Canada est la seule université fédérale au Canada. Le département de chimie et génie chimique offre les programmes de Baccalauréat en Génie chimique et des matériaux (B.tng.), de Majeure en Sciences (BSc. Chimie), de même que des programmes de Maîtrise et Doctorat dans les disciplines de Genie Chimique, Environnementa et Nucléaire. Notre personnel enseignant, comprenant 23 personnes, est très actif en recherche dans les domaines appliqués et fondamentaux. Presentement, le departement a plus de $8M/année en fonds de recherche et, a recemment eu accès total à tous les fonds CRSNG. Pour de plus amples détails, consultez la page d'accueuil de CMR sous www.rmc.ca. Notre département est à la recherche de diplômés en science/génie chimique, ayant développé une expertise dans un ou plusieurs des domaines suivants: chimie organique, polymères, matériaux composites, science environnementale, le génie environnemental, et le transfert de masse et de chaleur. Les qualifications requises sont un doctorat dans un domaine relié à la chimie, des articles scientifiques dans la discipline de recherche, de même qu'une certaine expérience de l'enseignement. La préférence sera donnée à ceux qui auront une certaine expérience au niveau industriel. Tous les candidats doivent être éligibles au statut d'ingénieur professionel canadien. Le(la) candidat(e) choisi(e) devra être prêt(e) à enseigner les cours-types d'un programme de chimie et/ou génie chimique, que ce soit au niveau du Baccalauréat ou au niveau des Études Avancées. On s'attend également à ce que le (la) candidat(e) choisi(e) développe un programme de recherche original. Des fonds initiaux de recherche pour institution sont disponibles. La capacité d'enseigner en anglais et en français est essentielle pour cette position bilingue. (Préférence sera donnée à la position bilingue. Cependant, les candidats qui sollicitent ce poste pourront être évalués pour remplir une position similaire — bilingue ou anglais seulement.). L'échelle de salaire couvrante pour 2001–2002 est de 40,948$ à 68,008$ par année, plus une Indemnite provisoire annuelle de 2,200$. Le salaire offert sera déterminé selon l'expertise et les qualifications du candidat. La nomination sera soumise à une période d'approbation de trois ans. Si cette position vous intéresse, veuillez faire parvenir une copie de votre curriculum vitae, incluant une copie des documents attestant vos diplômes, un bref exposé de vos intérêts de recherche, de même que les noms de trois personnes supportant vos références académiques à: Mme Lucille Maillet, Bureau des ressources humaines civiles, Base des forces canadiennes Kingston, C.P. 17 000, Succursale Forces, Kingston, Ontario, K7K 7B4, Téléphone: (613) 541-5010, poste 5037; Télécopieur: (613) 541-4496; Courriel: electronique: f.maillet@dnd.ca. La date prévue d'entrée en fonction est le 1 juillet 2002. La date limite de présentation des candidatures est le 30 mars 2002. Selon la Loi sur l'emploi dans la fonction publique, la préférence sera accordée aux citoyens et citoyennes du Canada. Les personnes qui ont obtenu un diplôme d'études à l'etranger doivent prouver qu'il est l'équivalent des diplômes canadiens. Pour de plus amples renseignements à ce sujet, veuillez consulter le Centre d'information canadien sur les diplômes internationaux à l'adresse suivante: http://www.cmec.ca/cicic/. Le Collège militaire royal du Canada est une université mixte, bilingue, et ces postes sont offerts également aux femmes et aux hommes. To obtain an English version of this ad please contact Mrs. Lucille Maillet, Civilian Human Resources Office, Canadian Forces Base Kingston, P.O. Box 17 000, Station Forces, Kingston, Ontario, K7K 7B4. Pour de plus amples informations sur le processus d'emploi, veuillez contacter Mme Lucille Maillet.

Conrad Grebel University College

Affiliated with the University of Waterloo and the Toronto School of Theology

Conrad Grebel University College invites applications and/or nominations for the position of Academic Dean of the College.

The Academic Dean is the chief academic officer of the College and is a member of the College administrative leadership team. The Dean is responsible for giving direction and managing the academic programs of the College, for serving as the academic liaison between the College and the University of Waterloo, and for articulating the Anabaptist-Christian perspective of the College's educational programs. Conrad Grebel University College is the Mennonite residential and teaching college of the Mennonite Church Eastern Canada, and offers programs of study at both the undergraduate and graduate levels. Preference will be given to candidates who stand within the Anabaptist-Mennonite tradition, who have an earned doctorate and have established themselves as excellent teachers and scholars, who have experience in academic leadership and administration, and who are Canadian citizens or permanent residents of Canada.

All inquiries will be kept in strict confidence. The appointment will be effective July 1, 2002. Applications and resumes should be received by the Chair of the Academic Dean Search Committee by **February 28, 2002.**

John E. Toews, Chair
Academic Dean Search Committee
Conrad Grebel University College
Waterloo, ON N2L 3G6
519-885-0220, ext. 237
egepres@uwaterloo.ca

UNIVERSITY OF WATERLOO

Canada Research Chair Communication and Technology

The Faculty of Arts at the University of Waterloo invites applications for a junior, Tier 2 Canada Research Chair (CRC) position in Communication and Technology. The appointment will be at the rank of Assistant or Associate Professor, tenure stream. The most important qualification for a CRC is a demonstrated record of excellence, both in research and publication. The Chair will conduct research within, and help with the development of, the Faculty of Arts' Canadian Centre for Arts and Technology.

The mandate of this Centre is to undertake research that combines theoretical and practical analysis of human-digital interaction in an environment that unites and fosters artistic, cultural and technological literacy. As well, the Chair will be invited to teach up to two courses a year in areas relevant to her or his research.

The specific requirements of the Chair include expertise in one or more of the following areas: semiotics of design, technology and political economy, multimedia communication and production, and the theory, history, and criticism of digital communication. Candidates with both a theoretical and applied knowledge of these fields, who are interested in collaborative research and teaching, and who have demonstrated an ability to build strong connections with industry and public sector organizations, will be given special consideration.

Nominations and applications including a curriculum vitae, a five-year research plan and three (3) confidential letters of reference sent under separate cover should be forwarded by **February 28, 2002** to

Dr. Robert R. Kerton,
Dean of Arts, University of Waterloo,
200 University Avenue West,
Waterloo, Ontario, Canada N2L 3G1.

Please note that all CRC decisions are subject to final review by the CRC Secretariat.

The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

UNIVERSITY OF WATERLOO

Research Chair in Health Informatics

The University of Waterloo wishes to fill a tenure-track position as Research Chair in Health Informatics. This position is initially funded through a 5-year commitment from the J. Wesley Graham Trust. The applicant will be jointly appointed to the Department of Computer Science (in the Faculty of Mathematics) and the Faculty of Applied Health Sciences. The two Faculties intend to establish a Health Informatics Research Institute which will collaborate with other Canadian universities in a research and graduate program in health informatics. Applicants must have an advanced degree at the doctoral level, and a demonstrated commitment to both research and teaching. Examples of the areas of expertise of particular interest for this position are: advanced interactive technologies, interactive multimedia health applications, health information management, intelligent information filtering, and telehealth. The appointment will be made at least at the Associate Professor level, and it is expected to commence between July 1, 2002 and Sept 1, 2002.

Applications should be directed to

Dr. Frank Tompa, Chair,
Department of Computer Science,
University of Waterloo,
Waterloo, Ontario, Canada N2L 3G1
(or to es-chair@es.uwaterloo.ca)
by January 31, 2002.

The enclosed material should include a curriculum vita (including a statement of research interests, accompanied by two recent research articles) and the names and e-mail addresses of three references. To expedite handling of applications, candidates should ask those named as references to direct supporting letters to the same address.

The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority.

CLASSICS

THE UNIVERSITY OF WINDSOR invites applications for a 3-year limited-term position in Classical Studies in Classics (AOS Open). Subject to budgetary approval. For a detailed position description visit our website at www.uwindsor.ca/faculty/positions. Closing Date March 1/02. Contact: Dr. Susan Wendt-Hildebrandt, Head, Languages, Literatures and Cultures, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519 253 3000, Ext. 2873, Fax 519 971.3648, Email: swh@uwindsor.ca

COGNITIVE NEUROSCIENCE

WILFRID LAURIER UNIVERSITY — The Psychology Department invites applications for a tenure-track appointment, subject to budgetary approval, beginning July 1, 2002, in the area of cognitive science/cognitive neuroscience. The appointment would be at the level of assistant professor or at a senior rank for applicants with exceptional qualifications. Hiring decisions will be made on the basis of research excellence, teaching ability, leadership abilities, and fit with departmental needs. The successful candidate will play a key role in further developing the Brain and Cognitron graduate program. For appointment at the senior rank, previous senior administrative experience would be advantageous. Senior applicants should have an established record of research in cognitive science or cognitive neuroscience. Junior applicants are expected to be experienced in advanced cognitive neuroscience research techniques (such as fMRI, PET, MEG, ERP, and EEG), and able to teach graduate level courses in cognitive neuroscience, perception, and/or cognition. All applicants should send a curriculum vitae, copies of recent publications, a statement of current and prospective research interests, a statement regarding teaching experience and interests, and at least three letters of reference to Dr. Angelo Santi, Chair, Department of Psychology, Wilfrid Laurier University, Waterloo, Ontario, Canada N2L 3C5 (email: asanti@wlu.ca). Applications will be accepted until February 15, 2002, or thereafter until the position is filled. Applicants can learn more about the Department and current faculty interests at our website http://www.wlu.ca/~wwwpsych/. In accordance with Canadian Immigration requirements, Canadian citizens and permanent residents will be given first consideration. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

COGNITIVE SCIENCE

CARLETON UNIVERSITY — The University seeks applicants for a tenure-track joint appointment in Computer Science and Cognitive Science at the level of Assistant or Associate Professor commencing July 1, 2002. The successful candidate will have a PhD and a solid record of research in artificial intelligence and ability to teach the subject at all levels. A new Minor in Cognitive Science for computer science students will be a major part of the responsibilities of the position. For suitable candidates, teaching a senior logic course (Philosophy) is a possibility. Salary and terms and conditions of employment will be commensurate with qualifications and experience. Carleton University actively encourages applications from woman, visible minorities, aboriginal candidates, and candidates with physical challenges. Applications including a c.v., at least three letters of reference, samples of recent research, summaries of courses recently taught and/or seminars given, and teaching evaluations where available should be sent to Prof. Andrew Brook, Director, Institute of Interdisciplinary Studies, or Professor Frank Dehne, Director, School of Computer Science, Carleton University, 1125 Colonel By Drive, Ottawa K1S 5B6. Candidates are welcome to communicate by email: andrew_brook@carleton.ca or frank_dehne@carleton.ca. Last date for receipt of applications: January 15, 2002 but applications will be considered until the position is filled. Subject to budgetary approval.

COMMERCE & ADMINISTRATION

CONCORDIA UNIVERSITY — The John Molson School of Business is seeking (subject to budgetary approval) qualified applicants for limited-term or visiting positions starting August 15, 2002. Positions may be available in the following areas: Accountancy, Decision Sciences (Statistics, Production/Operation Management) and Management Information Systems, Finance, Management (Entrepreneurship, OB/HR, Contemporary Business Thinking, Business Law) and Marketing. Appointments will be made up to the rank of Professor for visiting positions, depending upon qualifications and experience, and at the rank of Lecturer for limited-term positions. Qualifications should be as follows: Applications for visiting appointments require PhD and strong research experience and professional designation where appropriate. Applicants for limited-term appointment in Accountancy should hold a professional accounting designation and/or a graduate level degree (Master's or PhD). Applicants for Business Law should have a law designation and/or a graduate level degree (Master's or PhD). Applicants for all other limited-term appointments should have a graduate degree (Master's or PhD). For visiting appointments, preference will be given to candidates who have a strong orientation to academic research and provide evidence of excellent teaching. Successful candidates will be responsible for teaching courses at the Undergraduate, MBA, MSc and/or PhD levels. Salaries are competitive and will be commensurate with qualifications and experience. Applicants for visiting positions will be expected to teach and be active in research. Applicants for limited-term appointments will be expected to teach up to three courses per term. Send applications, including a curriculum vitae, a statement of teaching and research interests (as appropriate) and three letters of reference to the Chair of the appropriate department: Dr. D. Peltier-Rivest (Acco.), Dr. I. Elezadi (OS&MIS), Dr. L. Switzer (Fina.), Or. K. Arghey (Mana.), Or. A. Joy (Mark.) Concordia University, John Molson School of Business, 1455 de Maisonneuve Blvd. W., Montreal, Quebec H3G 1M8, Canada. Positions are available until filled. Applications should be sent as soon as possible but no later than May 15, 2002. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

COMMUNICATION STUDIES

CONCORDIA UNIVERSITY — The Faculty of Arts and Science, has up to four limited-term appointments available in its Department of Communication Studies. Please see our full-page display ad in this issue.

WILFRID LAURIER UNIVERSITY — The Department of Communication Studies invites applications for one tenure-track position, along with the possibility of another limited-term position, both subject to budgetary approval, beginning July 1, 2002. Duties will include undergraduate teaching and research. Applicants should have demonstrated strong research commitment in at least one of the following areas: Media Studies; Communication, Gender and Race; Political Economy and Policy. Applicants must also have the ability and willingness to teach at least two of the following core courses: Introduction to Communication Studies, Mass Media in Canada, Human Communication Processes, Communication and Cultural Theory, and Research Methods. Laurier's department offers a thriving program that includes both Honours and General degrees. Applicants should have a completed PhD in Communication Studies or a cognate discipline, teaching experience and an established research record. Applicants should submit a curriculum vitae, copies of recent publications, evidence of excellence in teaching, and arrange for three letters of reference to be sent by February 22nd, 2002 to Dr. Paul Heyer, Department of Communication Studies, Wilfrid Laurier University, 75 University Avenue, West, Waterloo, Ontario N2L 3C5. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

THE UNIVERSITY OF WINDSOR invites applications for two tenure-track and a 24-month limited-term faculty positions in Communication Studies in the area of Critical Communication and Digital Video/Multimedia Production commencing July 1, 2002. Subject to budgetary approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Myles Ruggles, Head, Department of Communication Studies, University of Windsor, Windsor, ON, N9B 3P4. Tel: 519 253 3000, Ext. 2896, Fax 519 971 3642, Email: ruggles@uwindsor.ca

YORK UNIVERSITY — Faculty of Arts, Division of Social Science invites applications for a one-year contractually limited appointment at the rank of Assistant Professor in Communication Studies beginning 1 July 2002. The successful candidate will be a communications generalist with a PhD in Communication Studies or a closely related discipline. He or she will specialize in the area of communication research methods and international communication, and also one of the following two areas: popular culture and the electronic communication marketplace. The candidate will teach a third-year undergraduate course in the area of communication research methods and a fourth-year undergraduate course in the area of international communication, along with one of the following two courses: a fourth-year course on popular culture, and a fourth-year course on the electronic communication marketplace. Applications should include a curriculum vitae, statement of teaching and research interests, and a sample publication, as well, we require three referees to send letters of reference directly to the Chair. Completed applications and references must be received by Thursday 28 February 2002 and should be sent to: Dr. Mary-Louise Craven, Chair, Division of Social Science, S756A Ross, York University, 4700 Keele St., Toronto, Ontario, M3J 1P3, tel (416) 736-5054, fax. (416) 736-5574. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify to participate in the Affirmative Action Program. The Division of Social Science welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the affirmative action office at 416-736-5713. Canadian citizens and permanent residents will be considered first for this position. All appointments are subject to budgetary approval.

COMMUNITY & PUBLIC AFFAIRS

CONCORDIA UNIVERSITY — The Faculty of Arts and Science, has one limited-term appointment available in its School of Community and Public Affairs. Please see our full-page display ad in this issue.

COMMUNITY HEALTH SCIENCES

BROCK UNIVERSITY — The Department of Community Health Sciences is seeking applications for a probationary tenure track position at the assistant professor level in the area of cardiac rehabilitation. The Department is a vital and growing component of the Faculty of Applied Health Sciences and is comprised of an enthusiastic cohort of young scholars who value both research and teaching. The faculty has recently opened 10,000 square feet of new laboratory space, an indication of the degree of growth and the commitment of the university to expanded research endeavours. The Department offers degrees in Community Health, Health Science, Workplace Health, Child Health, and Nursing. Science as well as offering both

Lakehead
UNIVERSITY

The Department of Chemical Engineering at Lakehead University invites applications for a tenure track position commencing August 1, 2002 at the rank of Assistant Professor from candidates holding a PhD degree in chemical engineering. Experienced applicants with a proven scholarly record may be considered for the rank of Associate Professor.

The successful candidate will have a strong commitment to quality teaching in the undergraduate chemical engineering core curriculum and is expected to develop an externally funded research program. All research areas will be considered. Research related to the environmental challenges faced by the natural resources industries (including pulp and paper, mining, metallurgy, and/or petroleum) would be of particular interest; a candidate in this area would be expected to contribute to a proposed interdisciplinary graduate program in Environmental Engineering. Relevant industrial experience would be a definite asset.

The successful applicant must be, or qualified to become, a licensed Professional Engineer. This position is subject to final budgetary approval. Candidates should send a letter of application, curriculum vitae including a list of publications, a statement of teaching and research interests, and the names, phone numbers, and postal and e-mail addresses of at least three references to:

Dr. H.T. Saliba, Dean
Faculty of Engineering
Lakehead University
Thunder Bay, Ontario, Canada P7B 5E1.

Review of applications will commence **March 1, 2002**
and will continue until the position is filled.

All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. Lakehead University is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified applicants, including women, individuals within visible minorities, Aboriginal persons, and persons with disabilities.

Lakehead
UNIVERSITY

The Department of Geography at Lakehead University invites applications for a tenure-track appointment at the rank of Assistant Professor, effective 1 August 2002, subject to budgetary approval.

Candidates with specialization in cartography and GIS and a broad background in physical geography, with the capacity to teach courses in Canadian regional geography or environmental management, will be considered. The first preference will be given to candidates who are able to teach cartography, GIS and geomorphology or climatology.
Lakehead is a university with world class computing facilities including a CRAY supercomputer. Lakehead University has many computer labs for teaching and research and has site licenses for all ESRI/ERDAS products as well as PCI EasiPace. The new Advanced Technology Academic Centre is under construction and will include new GIS/Remote Sensing computer labs.

Candidates should possess a PhD at the time of appointment and demonstrate a clear promise of excellence in research and effectiveness in teaching. Applicants should send a curriculum vitae, a short statement of teaching and research interests, and the names, telephone numbers and e-mail addresses of three referees. Submit all application materials to:

Dr Alastair Macdonald
Acting Dean
Faculty of Science and Environmental Studies
955 Oliver Road
Lakehead University
Thunder Bay, ON, Canada P7B 5E1

Review of Applications will begin on January 30, 2002.

All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. Lakehead University is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified applicants, including women, individuals within visible minorities, Aboriginal persons, and persons with disabilities.

UNBC

Social Work Program

Assistant Professor Social Work Program (Tenure Track Position)

The College of Arts, Social & Health Sciences has exciting opportunities awaiting a creative, energetic, and adventuresome social worker who is comfortable working with people from a variety of backgrounds and cultures, and who wants to contribute to the development of social work education in the regions served by UNBC. A tenure track position is available at the Assistant Professor level in the Social Work Program beginning July 1, 2002 or earlier.

The successful candidate will teach a range of courses in the Social Work Program, as well as be responsible for developing field education opportunities in the Peace-Liard region (based in Dawson Creek). Applicants will possess a graduate degree in Social Work with extensive practice experience, although a doctorate (or a doctorate near completion) with practice and research experience is preferred. Applicants must be able to teach in a range of practice/policy areas including for example: child welfare, substance use, aboriginal issues, community development, communications, group work, etc. They must also have demonstrated experience in field education instruction and supervision at the BSW level. Preference will be given to candidates with post-degree experience in social work practice in northern and remote settings, and who have taught at the BSW and MSW levels. This position is subject to final budgetary approval.

Social Work education at UNBC provides BSW and MSW degrees and is committed to a program of studies informed by a central concern for human rights, personal empowerment, community change, social justice and anti-oppression. Incorporating critical social thinking, the program emphasizes social work in northern and remote communities, aboriginal issues, women in human services, and community practice and research through courses that recognize the integration of practice, policy, and research.

The Social Work Program is committed to increasing cultural and ethnic diversity in its complement of academic staff and therefore encourages applications that would support this commitment.

Please forward your curriculum vitae and the names and addresses of three references (including telephone, fax numbers and email addresses) to: **Dr. Deborah Poff, Vice President Academic & Provost, University of Northern British Columbia, 3333 University Way, Prince George, BC, V2N 4Z9. Fax: (250) 960-7300.** Please direct inquiries to **Dr. Kwong-leung Tang, Chair of Social Work, at (250) 960-6521 or Email: tangk@unbc.ca.** Applications received before **February 28, 2002** will receive full consideration, however applications will be accepted until the position is filled.

For more information, visit our website: **www.unbc.ca**

In accordance with Canadian immigration requirements, priority will be given to Canadian Citizens and permanent residents of Canada. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

UNIVERSITY OF NORTHERN BRITISH COLUMBIA www.UNBC.ca

M.A. and M.Sc. graduate programs. The successful candidate will be able to deliver undergraduate courses to these programs in both basic and advanced cardiac rehabilitation with an interest in developing new courses in pulmonary function. A PhD (or near completion) in cardiac rehabilitation or a related area, an established record of research with success in both publications and grants is required. Certification in Level 3 cardiac rehabilitation is a requirement. The ability to assist in the delivery of courses in one of biostatistics, respiratory therapy, or epidemiology would be a significant advantage. Interested applicants should send a complete curriculum vitae along with three letters of reference to: Dr. John Hay, Chair, Department of Community Health Sciences, Faculty of Applied Health Sciences, Brock University, St. Catharines, Ontario, L2S 3A1. The deadline for applications is February 15, 2002. Brock University is committed to a positive action policy aimed at reducing gender imbalance among faculty; qualified women and men are equally encouraged to apply. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. More information on Brock University can be found on the University's website at www.BrockU.ca.

BROCK UNIVERSITY — The Department of Community Health Sciences is seeking applications for a probationary tenure-track position at the assistant professor level in the area of nutrition science. The Department is a vital and growing component of the Faculty of Applied Health Sciences and is comprised of an enthusiastic cohort of young scholars who value both research and learning. The faculty has recently opened 10,000 square feet of new laboratory space, an indication of the degree of growth and the commitment of the university to expanded research endeavours. The Department offers degrees in Community Health, Health Science, Workplace Health, Child Health, and Nursing Science as well as offering both M.A. and M.Sc. graduate programs. The successful candidate will be able to deliver undergraduate courses to these programs in both basic and advanced nutrition with an interest in developing new courses in clinical nutrition, performance and nutrition, and emerging issues in nutrition. A PhD (or near completion) in nutrition or a related area, an established record of research with success in both publications and grants is required. The ability to assist in the delivery of courses in one of biostatistics, or epidemiology would be a significant advantage. Interested applicants should send a complete curriculum vitae along with three letters of reference to: Dr. John Hay, Chair, Department of Community Health Sciences, Faculty of Applied Health Sciences, Brock University, St. Catharines, Ontario, L2S 3A1. The deadline for applications is February 15, 2002. Brock University is committed to a positive action policy aimed at reducing gender imbalance among faculty; qualified women and men are equally encouraged to apply. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. More information on Brock University can be found on the University's website at www.BrockU.ca.

COMPOSITION & RHETORIC

CARLETON UNIVERSITY — The School of Linguistics and Applied Language Studies invites applications for a tenure-track position at the level of Assistant Professor in Composition and Rhetoric. An interest in professional or technical writing would be an asset. A PhD and significant evidence of ability in research and teaching are required. Duties will include teaching courses in the applicant's area of specialization at the graduate level and supervising graduate students, teaching undergraduate courses in composition theory, and may also on occasion include other courses in related areas such as inquiry strategies, program evaluation, professional and technical writing, literacy studies, etc., depending on the successful applicant's interests and the needs of the School. Starting date July 1, 2002. All qualified candidates are encouraged to apply. The applications of Canadian citizens and permanent residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. This position is subject to budgetary approval. Applications should be submitted to Professor Ian Pringle, Director, School of Linguistics and Applied Language Studies, Carleton University, Ottawa, Ontario K1S 5B6. Letters of application should be accompanied by a curriculum vitae and names and addresses of three referees, and a concise dossier that includes two samples of scholarly work and written evidence of teaching effectiveness (a teaching portfolio would be preferred). The deadline for applications is March 1, 2002, or when filled.

COMPUTER SCIENCE

THE UNIVERSITY OF ALBERTA — Department of Computing Science. Do you have a commitment to push the frontiers of computing research in one of the most supportive environments in Canada? Join us in a dynamic Computing Science department, known for its collegial atmosphere and collaborative research environment. Our department is in the Faculty of Science at the University of Alberta, in Edmonton, the capital of Alberta. We are a department on the move, with resources to grow to over fifty faculty. We have eleven established research laboratories, including Algorithmics, Artificial Intelligence, Bioinformatics, Computer Vision and Multimedia Communications, Database Management, Graphics and Virtual Reality, Networks and Communications, Robotics, Software Engineering, Spatial Computing, and Software Systems. We have abundant computing facilities, and our department leads broadly-based multidisciplinary research within the Multimedia and Advanced Computational Infrastructure (MACI) project, and the Research Institute for Multimedia Systems (RIMS). In addition to the standard computational research facilities, we also have several large multiprocessor machines for high performance and visualization research. We have recently moved into a new research laboratory building adjoined to a renovated historical building. This combined space now provides us with consolidated office and research space in the middle of our campus of about 30,000 students. Computer Science research is well-funded in Alberta, with several provincial programs providing research opportunities that are the envy of every one in the world, including our multi-university collaborations (e.g., www.mact.ca, www.astrolab.ca), research chair programs (e.g., www.icore.ca), and a new billion dollar science and engineering research foundation (www.ahfser.ab.ca). Our current complement of 41 full time faculty work within a department of about 32 support staff, 160 graduate students and 550 undergraduate students. Our consistent performance in ACM World Programming Contests is evidence of our claim to be one of the best undergraduate programs in the country, and our graduate students are successful in industrial and academic research labs around the world. We are looking for highly-productive and eager computing scientists to complement our strengths in all areas listed above. We are especially keen on those who can demonstrate that they are driven by curiosity and interested in collaborative research with existing faculty across sub-disciplines. Candidates should have or be completing a PhD in Computing Science, with evidence of sustainable excellence of research, and a strong commitment to excellence in teaching. Responsibilities include research as well as teaching at the graduate and undergraduate levels. Most positions will be at the assistant professor level, however, we will consider associate and full professor appointments for outstanding candidates. We offer an environment that is congenial and supportive of new PhDs, with the challenge to help you be your best, and the support to help you succeed within an academic environment. Our department is part of a full-service university in a province that has the fastest economic growth in the country, and we enjoy strong collaborative ties with local industry. Compatriots will remain open until suitable candidates are chosen. Find further details about us at www.cs.ualberta.ca and send your curriculum vita and the names and addresses of three referees to: Ms. Evelyn Everitt, Administrative Assistant, Department of Computing Science, University of Alberta, Edmonton, Alberta, Canada, T6G 2E8, or everitt@cs.ualberta.ca. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity of employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

THE UNIVERSITY OF MANITOBA — Applications are invited for one full-time tenure-track position, at the Associate Professor level, commencing July 1, 2002, or as soon as possible thereafter. Minimum qualifications are a PhD in Computer Science or equivalent, with a minimum of five years experience in a faculty position at a postsecondary institution, and a superior record in both teaching and research in one of the subdisciplines identified below. A Faculty of Science start-up research grant will be awarded to all newly appointed faculty members. For this position, we are seeking expertise in Databases, Software Engineering, artificial intelligence, human-computer interaction, programming languages and compilation, operating systems, networks, or parallel systems. In addition, outstanding candidates in other areas, particularly recently emerging areas such as multimedia, mobile computing, and web-based computing will be considered. Duties will include undergraduate and graduate teaching and supervision, research, and service-related activities. The Department currently has 24 full-time tenure-track faculty members plus a number of teaching appointments, and offers a full range of both undergraduate and graduate programmes, including cooperative programmes. We currently have over 45 graduate students. The Department is a well-established one that has recently entered into a major expansionary phase. The Computer Science Department Development Plan is a new initiative, funded by the Provincial Government of Manitoba. The Plan provides $3.6 million of additional, special funding over four years for the expansion of the Computer Science department. The Plan includes ten new faculty positions, as well as new support staff positions, several new undergraduate teaching laboratories, and significant upgrading of infrastructure. In addition, a new $45M Engineering and Information Technology Complex is being planned, which will house the teaching and research activities of the department. Current and planned departmental facilities include a parallel computing lab, a software development and testing lab, an advanced networking lab, and a parallel systems lab. Large-scale parallel computing access is also available via CA*net 3. The Department provides excellent technical support for both teaching and research. Winnipeg has a great deal to offer, both culturally and recreationally, with a number of professional and ethnic arts groups, professional sports teams, outstanding restaurants, and many opportunities nearby for all types of outdoor activities in all seasons. The Winnipeg housing market is one of the most favourable in Canada to the home buyer. This is an excellent opportunity for individuals with outstanding research potential and a commitment to excellence in teaching to get in on the ground floor of an exciting, expanding department. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. Priority consideration will be given to Canadian citizens and permanent residents. Further information concerning the Department and the University may be obtained from the Department's website and the University's website. Applicants should send a curriculum vitae and the names of three referees to the address below. Qualified women are particularly encouraged to apply. Consideration for the positions will commence immediately and will continue until June 30, 2002, or until the positions are filled. Chair of Search Committee, Department of Computer Science, University of Manitoba, Winnipeg, Manitoba R3T 2N2, Canada. E-mail: search@cs.umanitoba.ca, Telephone: (204) 474-8313, Fax: (204) 474-7609, Website: www.cs.umanitoba.ca

THE UNIVERSITY OF MANITOBA — Applications are invited for seven full-time tenure-track positions, at the Assistant Professor level, commencing July 1, 2002, or as soon as possible thereafter. These positions are part of the Computer Science Development Plan that has been approved and funded by the Manitoba Provincial Government. Minimum qualifications are a PhD in Computer Science or equivalent, complete or completed at time of appointment, and evidence of strong research and teaching potential in Computer Science. A Faculty of Science start-up research grant will be awarded to all newly appointed faculty members. For two of these positions, we are seeking expertise in the areas of Databases and/or Software Engineering. For the remaining positions, we are seeking expertise in the areas of artificial intelligence, human-computer interaction, programming languages and compilation, operating systems, networks, and parallel systems. In addition, outstanding candidates in other areas, particularly recently emerging areas such as multimedia, mobile computing, and web-based computing will be considered. Duties will include undergraduate and graduate teaching and supervision, research, and service-related activities. The Department currently has 24 full-time tenure-track faculty members plus a number of teaching appointments, and offers a full range of both undergraduate and graduate programmes, including cooperative programmes. We currently have over 45 graduate students. The Department is a well-established one that has recently entered into a major expansionary phase. The Computer Science Department Development Plan is a new initiative, funded by the Provincial Government of Manitoba. The Plan provides $3.6 million of additional, special funding over four years for the expansion of the Computer Science department. The Plan includes ten new faculty positions, as well as new support staff positions, several new undergraduate teaching laboratories, and significant upgrading of infrastructure. In addition, a new $45M Engineering and Information Technology Complex is being planned, which will house the teaching and research activities of the department. Current and planned departmental facilities include a parallel computing lab, a software development and testing lab, an advanced networking lab, and a parallel systems lab. Large-scale parallel computing access is also available via CA*net 3. The Department provides excellent technical support for both teaching and research. Winnipeg has a great deal to offer, both culturally and recreationally, with a number of professional and ethnic arts groups, professional sports teams, outstanding restaurants, and many opportunities nearby for all types of outdoor activities in all seasons. The Winnipeg housing market is one of the most favourable in Canada to the home buyer. This is an excellent opportunity for individuals with outstanding research potential and a commitment to excellence in teaching to get in on the ground floor of an exciting, expanding department. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. Priority consideration will be given to Canadian citizens and permanent residents. Further information concerning the Department and the University may be obtained from the Department's website and the University's website. Applicants should send a curriculum vitae and the names of three referees to the address below. Qualified women are particularly encouraged to apply. Consideration for the positions will commence immediately and will continue until June 30, 2002, or until the positions are filled. Chair of Search Committee, Department of Computer Science, University of Manitoba, Winnipeg, Manitoba R3T 2N2, Canada. E-mail: search@cs.umanitoba.ca, Telephone: (204) 474-8313, Fax: (204) 474-7609, Website: www.cs.umanitoba.ca

THE UNIVERSITY OF MANITOBA — Applications are invited for seven full-time tenure-track positions, at the Assistant Professor level, commencing July 1, 2002, or as soon as possible thereafter. These positions are part of the Computer Science Development Plan that has been approved and funded by the Manitoba Provincial Government. Minimum qualifications are a PhD in Computer Science or equivalent, complete or completed at time of appointment, and evidence of strong research and teaching potential in Computer Science. A Faculty of Science start-up research grant will be awarded to all newly appointed faculty members. For two of these positions, we are seeking expertise in the areas of Databases and/or Software Engineering. For the remaining positions, we are seeking expertise in the areas of artificial intelligence, human-computer interaction, programming languages and compilation, operating systems, networks, and parallel systems. In addition, outstanding candidates in other areas, particularly recently emerging areas such as multimedia, mobile computing, and web-based computing will be considered. Duties will include undergraduate and graduate teaching and supervision, research, and service-related activities. The Department currently has 24 full-time tenure-track faculty members plus a number of teaching appointments, and offers a full range of both undergraduate and graduate programmes, including cooperative programmes. We currently have over 45 graduate students. The Department is a well-established one that has recently entered into a major expansionary phase. The Computer Science Department Development Plan is a new initiative, funded by the Provincial Government of Manitoba. The Plan provides $3.6 million of additional, special funding over four years for the expansion of the Computer Science department. The Plan includes ten new faculty positions, as well as new support staff positions, several new undergraduate teaching laboratories, and significant upgrading of infrastructure. In addition, a new $45M Engineering and Information Technology Complex is being planned, which will house the teaching and research activities of the department. Current and planned departmental facilities include a parallel computing lab, a software development and testing lab, an advanced networking lab, and a parallel systems lab. Large-scale parallel computing access is also available via CA*net 3. The Department provides excellent technical support for both teaching and research. Winnipeg has a great deal to offer, both culturally and recreationally, with a number of professional and ethnic arts groups, professional sports teams, outstanding restaurants, and many opportunities nearby for all types of outdoor activities in all seasons. The Winnipeg housing market is one of the most favourable in Canada to the home buyer. This is an excellent opportunity for individuals with outstanding research potential and a commitment to excellence in teaching to get in on the ground floor of an exciting, expanding department. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. Priority consideration will be given to Canadian citizens and permanent residents. Further information concerning the Department and the University may be obtained from the Department's website and the University's website. Applicants should send a curriculum vitae and the names of three referees to the address below. Qualified women are particularly encouraged to apply. Consideration for the positions will commence immediately and will continue until June 30, 2002, or until the positions are filled. Chair of Search Committee, Department of Computer Science, University of Manitoba, Winnipeg, Manitoba R3T 2N2, Canada. E-mail: search@cs.umanitoba.ca, Telephone: (204) 474-8313, Fax: (204) 474-7609, Website: www.cs.umanitoba.ca

UNIVERSITY OF TORONTO AT SCARBOROUGH — The Division of Physical Sciences invites applications for one or more full-time teaching

Canada Research Chair
College of Social and Applied Human Sciences

The College of Social and Applied Human Sciences seeks applications to fill a Tier 1 Canada Research Chair (CRC) position with an individual eligible for SSHRC funding and who complements the University's strategic research plan. The latter can be found at http://www.uoguelph.ca/research/programs/crc/. The College of Social and Applied Human Sciences has approximately 150 full-time faculty members, 5,000 undergraduate student majors, and approximately 320 graduate students in MA, MSc, MBA and PhD programs. The College is composed of eight academic units, Consumer Studies, Economics, Family Relations and Applied Nutrition, Geography, School of Hotel and Food Administration, Sociology and Anthropology, Political Science, and Psychology. In addition, the College houses a large interdisciplinary program in International Development Studies, and its departments are home to various research groups and centres. The Centre for Families, Work and Well-Being is a college-wide initiative and this is soon to be complemented by a second research centre in the area of leadership. Potential candidates are encouraged to acquaint themselves with the range of research activities in the academic units and research centres in the College by visiting the appropriate web sites. These can be accessed through http://www.uoguelph.ca/csahs. In order to successfully compete for a Canada Research Chair award, candidates are expected to have an outstanding and innovative research program and the ability to attract excellent graduate students and research funding. The appointment will be made at either the rank of Associate Professor or Professor in the academic unit appropriate to the successful candidate.

It is hoped to have the CRC position filled by July 1, 2003, subject to the successful completion of the Canada Research Chair nomination and approval process. Applications should include a *curriculum vitae*, a five-year research plan and the names of three referees. Applications should be directed to: **Dr. Alun E. Joseph, Dean, College of Social and Applied Human Sciences, University of Guelph, Guelph, Ontario N1G 2W1**, E-mail: ajoseph@uoguelph.ca, Fax: (519) 766-4797. Applications should be received by **February 28, 2002**. All CRC appointments are subject to review and final approval by the CRC Secretariat in Ottawa. Complete information about the Canada Research Chair program may be found at http://www.chairs.gc.ca/.

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

UNIVERSITY of GUELPH

UNBC College of Arts, Social & Health Sciences

Assistant Professor Positions Education Program (Tenure Track, 2 Positions)

The University of Northern British Columbia is seeking doctoral level candidates (completed doctorate preferred) for two tenure track positions at the Assistant Professor level in the Education Program, specializing in Educational Counselling for the M.Ed and B.Ed Programs. These positions are expected to start **July 1, 2002**.

Candidates should have an extensive background in clinical practice as a counsellor in educational or other mental health settings, and should be eligible for registration within one of the following: College of Psychologists of British Columbia, British Columbia Association of Marriage and Family Therapists, or the Registered Clinical Counsellors of British Columbia. Successful candidates will be expected to provide clinical and thesis supervision, instruct courses in counselling theory and practice, and be able to teach and/or provide supervision to students in UNBC's new B.Ed program. Preferred candidates will have experience teaching and counselling in schools and will be expected to do some travelling to serve our regional campus students. Preference will be given to candidates who are certified (or eligible for certification) by the British Columbia College of Teachers.

Applications received before **February 1, 2002** will receive full consideration, however applications will be accepted until the position is filled.

Assistant Professor Positions Education Program (Tenure Track, 5 Positions)

The University of Northern British Columbia is seeking doctoral level candidates (completed doctorate preferred) for five tenure track positions at the Assistant Professor level in the Education Program, specializing in Curriculum and Instruction. These positions are expected to start **July 1, 2002**, subject to budgetary approval.

This is a unique opportunity for individuals who will appreciate the challenge of playing a key role in the implementation of this new and innovative teacher education program at UNBC. Candidates will be expected to teach and supervise graduate students, maintain an active research program and teach in the new undergraduate program. Suitable candidates should have specialization in one of the following elementary/secondary curriculum areas: Math and Technology, Social Studies, First Nations Education, Language Arts, or Administration. Preference will be given to candidates who have an extensive background in recent classroom instruction. Candidates will also be expected to do some traveling to serve our regional campus students and should be certified (or be eligible for certification) by the British Columbia College of Teachers.

Applications received before **February 15, 2002** will receive full consideration, however applications will be accepted until the position is filled.

Please forward your curriculum vitae and the names and addresses of three references (including telephone, fax numbers and email addresses) to: **Dr. Deborah Poff, Vice President Academic & Provost, University of Northern British Columbia, 3333 University Way, Prince George, BC, V2N 4Z9. Fax: (250) 960-7300.** Please direct inquiries to **Dr. Paul Madak, Program Chair, at (250) 960-6520. Fax: (250) 960-5536. Email: madakp@unbc.ca.**

For more information, visit our website: **www.unbc.ca**

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

UNIVERSITY OF NORTHERN BRITISH COLUMBIA **www.UNBC.ca**

positions in Computer Science at the rank of Lecturer The appointments will take effect on 1st July 2002 or as soon as possible thereafter A postgraduate degree in Computer Science or equivalent experience is required Experience and/or interest in courses related to computer organization and microprocessor systems would be an asset. Initial appointments at the rank of Lecturer are for a term of one year and may be renewed to a total of five years In the fifth year of service, Lecturers are reviewed for promotion to the rank of Senior Lecturer, which is a continuing appointment Responsibilities include lecturing, conducting tutorials, grading, advising students, managing teaching assistants, developing course materials and curriculum development in a variety of Computer Science undergraduate courses In addition, all faculty share some responsibility for student recruitment and enrichment activities and for Divisional and College administration. The successful applicant will join a group of talented Lecturers and Senior Lecturers, who enjoy a collegial and stimulating work environment We seek candidates who are interested in establishing a long-term teaching career in the Division. Applications, including a C.V., full details of teaching experience and a statement of career goals and teaching philosophy should be sent to Professor J.C. Thompson, Chair, Physical Sciences Division, University of Toronto at Scarborough, 1265 Military Trail, Scarborough, ON, M1C 1A4 or email: jthompso@scarutoronto ca Applicants should arrange to have three letters of reference sent directly to the above address The letters should focus on the candidate's teaching excellence and potential for future development as a university instructor in Computer Science The deadline date for applications is February 15, 2002, or until the position is filled. We will consider applications as they arrive and we encourage early applications. Canadian citizens and permanent residents will be considered first for this position. The University of Toronto is strongly committed to diversity within its community The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas

BROCK UNIVERSITY — The Department of Computer Science (www cosc.brocku ca) invites applications for a tenure-track position at the Assistant Professor level, to commence in July 2002 or until filled, subject to final budgetary approval. Appointment at a higher rank may be considered Although experience in any of the general areas of networks, databases, artificial intelligence, data mining, human-computer interfaces and human factors would be an advantage, qualified candidates in all areas of computer science are encouraged to apply The Department offers undergraduate degrees in Computer Science as well as Computing and Business Faculty research currently focuses on software engineering, networks, parallelism, programming languages, artificial intelligence, machine learning, and combinatorics. The Department is served by a network of Silicon Graphics workstations, a 16-processor Silicon Graphics Origin 2000 server, and PC-compatible microcomputers. Applicants should have a PhD in computer science and are expected to establish a productive research program, and to assume a normal range of teaching and administrative duties in the Department. Applications should include a curriculum vitae and a statement detailing your research plans, equipment needs and teaching interests. Please also include the names and addresses (including e-mail) of three referees whom we can contact. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority Brock University is an equal opportunity employer and is committed to a positive action policy, aimed at reducing gender imbalance in faculty; qualified women candidates are especially encouraged to apply. Applications will be accepted until the position is filled Contact: secretary@cosc.brocku ca

THE UNIVERSITY OF REGINA — The Department of Computer Science is inviting applications for up to four tenure track positions beginning in the 2002/2003 academic year, effective July 1, 2002. We are specifically seeking candidates with research and/or industrial experience in Software Engineering, Programming Languages, and Operating Systems, however qualified candidates with experience in Databases and Information Retrieval, Intelligent Systems and Data Mining, Health Informatics, Multimedia, Graphics, and other areas will also be considered The closing date for applications is February 15, 2002, but applications will be considered after this date if the positions are not yet filled. For more information, please consult our web page at http://www cs.uregina.ca/ad2001.html. In accordance with Immigration requirements, this advertisement is directed in the first instance to Canadian Citizens and permanent residents. The University of Regina is committed to employment equity.

CARLETON UNIVERSITY — The University seeks applicants for a tenure-track joint appointment in Computer Science and Cognitive Science at the level of Assistant or Associate Professor commencing July 1, 2002. The successful candidate will have a PhD and a solid record of research in artificial intelligence and ability to teach the subject at all levels. A new Minor in Cognitive Science for computer science students will be a major part of the responsibilities of the position For suitable candidates, teaching a senior logic course (Philosophy) is a possibility Salary and terms and conditions of employment will be commensurate with qualifications and experience. Carleton University actively encourages applications from woman, visible minorities, aboriginal candidates, and candidates with physical challenges. Applications including a c.v., at least three letters of reference, samples of recent research, summaries of courses recently taught and/or seminars given, and teaching evaluations where available should be sent to Prof Andrew Brook, Director, Institute of Interdisciplinary Studies, or Professor Frank Oehne, Director, School of Computer Science, Carleton University, 1125 Colonel By Drive, Ottawa K1S 5B6. Candidates are welcome to communicate by email: andrew_brook@carleton ca or frank_dehne@carleton ca. Last date for receipt of applications: January 15, 2002 but applications will be considered until the position is filled. Subject to budgetary approval.

ALGOMA UNIVERSITY COLLEGE (AUC), an affiliate of Laurentian University invites applications for a tenure track appointment at the Assitant Professor level in the department of Computer Science. Hiring at a higher level is possible with appropriate experience and qualifications. Salary is commensurate with qualifications and experience. The position requires a minimum of a M.Sc in Computer Science or the equivalent. Candidates who already possess a PhD in Computer Science or those working on one in a mature stage of progress will be considered favourably. Algoma University College offers over 25 undergraduate degree programmes in a small personal environment committed to high quality undergraduate liberal arts and science university degree programs The successful applicant is expected to be prepared to dedicate a higher percentage of workload to teaching than to research than is typical of a large university. In accordance with Canadian employment and immigration regulations, this advertisement is directed first to Canadian citizens and permanent residents Algoma University College welcomes applications from all qualified individuals, including women, members of visible minorities, aboriginal persons, and persons with disabilities Applications will be considered until this position is filled Applications, including a Curriculum Vitae, and the names and email addresses of three referees, should be directed to: Dr Jong You, Academic Dean, Algoma University College, 1520 Queen Street East, Sault Ste. Marie, ON P6A 2G4

THE UNIVERSITY OF GUELPH — The Department of Computing & Information Science is seeking applications for a tenure-track faculty appointment at a senior level, (Associate or Full Professor) in support of its program in Applied Computing and Communications Systems Technology. The department offers a stimulating environment for high quality teaching, graduate student supervision and research in applied Computing Science The department wishes to complement its current strengths in machine intelligence by augmenting activity in other areas of interest. Candidates with proven research ability clear teaching potential and a PhD in Computing Science are encouraged to apply. Responsibilities include teaching at our Toronto campus (Humber) as well as manage the Joint Guelph/Humber Bachelor of Applied Computing and Communications Systems Technology Programme. The duties on the main campus will include teaching three courses per year, (core computing science course and/or graduate student teaching) Appointment will commence July 2002 or as soon as can be arranged. Salary will be commensurate with qualifications and experience Letters of application, curriculum vitae, and three reference contact names should be forwarded to. Dr W Dobosiewicz, Chair, Department of Computing & Information Science, University of Guelph, Guelph, Ontario, Canada N1G 2W1 All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be will be given priority This appointment is subject to final budgetary approval The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

CARLETON UNIVERSITY — Applications are invited for a tenure-track faculty position in the School of Computer Science at Carleton University The position will be supported through the Canada Research Chair program The School of Computer Science has strong research groups in the areas of software engineering, networks and security, high performance computing, algorithms and computational geometry, artificial intelligence, databases and distributed computing. For more details, please consult www.scs.carleton.ca. We are particularly interested in candidates with a research specialization in software engineering, networks, security, high performance computing, algorithms, artificial intelligence, databases, distributed computing, graphics, robotics, and bioinformatics. However, strong candidates in all areas of Computer Science will be considered In accordance with the goals of the Canada Research Chair program, we invite applications from outstanding computer scientists with a strong research record, who have demonstrated research creativity and the ability to attract excellent co-workers and students The level and salary for this appointment will be commensurate with experience. Candidates should send a curriculum vitae and a statement outlining their past research and future research plan, and arrange for letters from three referees to be sent to Dr Frank Dehne, Professor and Director, School of Computer Science, Carleton University, Ottawa, Canada, K1S 5B6, E-mail dehne@scs carleton ca, Tel 613-520-4330, Fax 613-520-4334 The deadline for applications is January 31st 2002, but applications will be accepted as long as the position is unfilled The position is subject to final budgetary approval All qualified candidates are encouraged to apply The applications of Canadians and Permanent Residents will be given priority Carleton University is committed to equality of employment for women, aboriginal people, visible minorities, and people with disabilities Persons from these groups are encouraged to apply

THE UNIVERSITY OF WINDSOR invites applications for faculty positions (rank open) and 12-month limited-term lecturer positions in the School of Computer Science commencing July 1, 2002 Subject to budgetary approval For a detailed position description visit our website at www uwindsor.ca/facultypositions. Contact: Dr Richard Frost, Director, School of Computer Science, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519.253.3000, Ext. 2990; Fax. 519 973 7093; Email: garabon@uwindsor ca

THE UNIVERSITY OF WATERLOO invites applications for several tenure-track faculty positions in Computer Science. The Department prides itself on being a leader in Computer Science education Our Computer Science department houses a diverse research program with international stature. Because of its recognized capabilities, the Department attracts exceptionally well-qualified students at both undergraduate and graduate levels Waterloo pioneered the co-operative education system in Canada and now has the largest co-operative education program in North America The University of Waterloo's Computer Science Department is one of the largest and the most eclectic department within Canada. Over twenty new faculty members have joined the Department recently, resulting in nearly 60 full-time faculty members. The Department enjoys an excellent reputation in pure and applied research and is supported by 14 departmental research laboratories. The University has an enlightened intellectual property policy in which the rights are vested in the inventor; in part, this policy is responsible for many spin-off companies such as Waterloo Maple and Open Text Corp For further information about the Department, please see http://www.cs uwaterloo ca/index html. Exceptional candidates at all levels of experience and in our priority recruiting areas, bioinformatics, distributed systems, graphics, networks, scientific computation, software engineering, and user interfaces are encouraged to apply. Successful applicants are expected to develop and maintain a productive program of research, to attract and develop highly qualified graduate students, to provide a stimulating learning environment for undergraduate and graduate students, and to contribute to the administration of the Department. A PhD in Computer Science or equivalent is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience Applications should include a curriculum vita and the names and e-mail addresses of three references The application should be directed to Chair, Department of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1; cs-chair@cs uwaterloo ca To expedite handling of applications, candidates should ask those named as references to direct supporting letters to the same address. The positions are expected to commence during the 2002 calendar year Applications will be considered as soon as they are complete and as long as positions remain available The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities Canadian Citizens and Permanent Residents will be considered first for these positions These appointments are subject to the availability of funds

COMPUTER & COGNITIVE SCIENCE

CARLETON UNIVERSITY — The University seeks applicants for a tenure-track joint appointment in Computer Science and Cognitive Science at the level of Assistant or Associate Professor commencing July 1, 2002 The successful candidate will have a PhD and a solid record of research in artificial intelligence and proven ability to teach the subject at all levels A new Minor in Cognitive Science for computer science students will be a major part of the responsibilities of the position For suitable candidates, teaching a senior logic course (Philosophy) is a possibility All qualified candidates are encouraged to apply. The applications of Canadians and Permanent Residents will be given priority Salary and terms and conditions of employment will be commensurate with qualifications and experience Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Applications including a c.v., at least three letters of reference, samples of recent research, summaries of courses recently taught and/or seminars given, and teaching evaluations where available should be sent to. Prof Andrew Brook, Director, Institute of Interdisciplinary Studies, or Professor Frank Dehne, Director, School of Computer Science, Carleton University, 1125 Colonel By Drive, Ottawa, K1S 5B6 Candidates are welcome to communicate by e-mail: andrew_brook@carleton ca or frank_dehne@carleton ca The deadline for the receipt of applications is January 31, 2002 but applications will be accepted thereafter until the position is filled Subject to budgetary approval

DECISION SCIENCES

CONCORDIA UNIVERSITY John Molson School of Business, Department of Decision Sciences and MIS Applications are invited for tenure-track and visiting positions in Management Information Systems at all levels Qualifications at the assistant professor level include PhD or ABD in MIS, with evidence of strong research and teaching potential At the associate and professor levels, an established research record is essential. Tenure-track positions commence on June 1, 2002. The specific areas of expertise sought are Business Data Communications, Database Management, Business and Software Programming However, applications from other areas within the MIS discipline will also be considered Preference will be given to candidates who have a strong orientation to academic research and provide evidence of excellent teaching Successful candidates will be responsible for teaching courses at the undergraduate, MBA, MSc, and/or PhD levels Candidates will be expected to teach and be active in research, applicants for tenure-track appointments will be expected to teach four courses per year Salaries are competitive and will be commensurate with qualifications and experience The Department of Decision Sciences and MIS house the disciplines of MIS, Operations Management and Statistics There are currently thirteen full-time faculty members in the MIS group It is one of the five departments in the John Molson School of Business (JMSB) The Faculty's programs are accredited by the AACSB — The International Association for Management Education. Application deadline is February 1, 2002, but the search will continue until the positions are filled Applicants should send a curriculum vitae and names of at least three referees to: Dr Jamshid Etezadi, Chair, Department of Decision Sciences and MIS, John Molson School of Business, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, Canada H3G 1M8, e-mail, etezadi@vax2 concordia ca, tel., (514) 848-2981, fax (514) 848-2824 For more information consult the web site http://www concordia ca/ All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

DRAMA

THE UNIVERSITY OF WATERLOO invites applications for a tenure-track position in Drama in the Department of Drama and Speech Communication beginning July 1, 2002 Based in a liberal arts faculty, the Drama programme provides an equal balance between courses in drama studies and theatre arts Theatre History, Drama Literature, Theatre Criticism, and Stagecraft, Acting, Directing, Designing, and Playwriting The Department presents 3–4 mainstage productions annually, in addition to a dozen student-initiated projects The successful candidate must have range enough to work in more than one of these areas and can demonstrate a record of strong interpersonal skills A PhD, or an MA/MFA with documented professional theatre profile, will be considered Teaching experience is a considerable asset Send letters of application and three letters of reference to Professor Jill Tomasson Goodwin, Chair, Department of Drama and Speech Communication, University of Waterloo, Waterloo, Ontario N2L 3G1. Application deadline February 15, 2002 In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities This appointment is subject to the availability of funds.

DRAMATIC ART

THE UNIVERSITY OF WINDSOR invites applications for a tenure-track position in the area of Movement for the Actor within the B.F.A. (Hons.) Acting Program to commence July 1, 2002 at the rank of Assistant Professor Subject to budgetary approval For a detailed position description visit our website at www.uwindsor.ca/facultypositions Contact Prof Diana Mady Kelly, Director, School of Dramatic Art, University of Windsor, Windsor, ON. N9B 3P4, Tel 519 253 3000, Ext 2805, Fax 519 971 3629, Email madykel@uwindsor.ca

EARTH SCIENCES

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Earth and Ocean Sciences seeks to fill a temporary position in Geophysics at the Assistant Professor level beginning as soon as possible The appointment is for one year, renewable for 1 additional year, pending budgetary approval Candidates from all fields of Solid Earth and Environmental Geophysics are encouraged to apply We are particularly interested in applicants whose research complements and enhances existing strengths in glaciology, geophysical inversion procedures, geodynamic processes of the Earth's deep interior, data analysis procedures and structure/tectonics of the Earth's lithosphere using controlled and earthquake sources. Independent research is encouraged, although opportunities for collaboration with current faculty members are also possible Teaching at the undergraduate and graduate level is expected in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada The University of British Columbia hires based on merit and is committed to employment equity All qualified persons are encouraged to apply For more information about the department and our long-range plans for permanent positions in Geophysics, please visit our web site at "http://www.eos.ubc.ca/". Applications should send their curriculum vitae, a statement of research and teaching interests, and the names and contact information of three referees to Dr Paul L. Smith, Head, Department of Earth & Ocean Sciences, the University of British Columbia, 6339 Stores Road, Vancouver, British Columbia V6T 1Z4 Email psmith@eos ubc ca. Fax 604-822-9014 Applications must be received by February 8, 2002

THE UNIVERSITY OF WATERLOO — Applications are being accepted for a tenure-track faculty position in geological engineering at the Assistant or Associate Professor rank The successful candidate will have a PhD with research interests in geological engineering Desirable research areas include environmental aspects of geological engineering such as subsurface site investigation or applied geophysics with emphasis on Quaternary materials, in addition to more classic areas in geomechanics Preference will be given to candidates that are eligible for registration within a Canadian Professional Engineering Association Duties include teaching at the undergraduate and graduate levels, development of an active research program and graduate student supervision The Department of Earth Sciences has one of the largest undergraduate and graduate enrollments in Canada and with the Department of Civil Engineering operates a cooperative program in Geological Engineering The successful candidate will be expected to play a significant role in the operation and growth of the Geological Engineering Program The Department of Earth Sciences has an extensive and diverse research program covering many aspects of modern geosciences Both internal and external scientific collaboration is encouraged Salary will be commensurate with experience The position is available May 1, 2002 The closing date for applications is January 31, 2002 In order for an application to be complete, a curriculum vitae of the candidate and the names of at least three references are required All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities This appointment is subject to the availability of funds Applications should be sent to Dr D L Rudolph, Department of Earth Sciences, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada

ECONOMICS

BRANDON UNIVERSITY — The Department of Economics invites applications for a probationary (tenure-track) position. The preferred qualification for the position is the Doctorate The successful candidate's areas of specialization will include Labour Studies, Public Finance, and Economic Theory Rank and salary Commensurate with qualifications and experience Salaries as of April 01, 2001 Assistant Professor 40,893–60,724, Associate Professor 53,712–78,061, Professor 67,279–95,674 Start date 1 August 2002. Deadline for applications 28 February 2002 or until the position is filled Interested candidates should forward their vitae, the names of three references, and supporting documentation on teaching and research activities to: Dr. Scott Grills (grillss@brandonu.ca), Dean of Arts, 270-18th Street, Brandon, Manitoba, Canada R7A 6A9 For additional information about Brandon University please visit our web site www brandonu ca All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority Both women and mmes are encouraged to apply

CONCORDIA UNIVERSITY — The Faculty of Arts and Science, has up to three limited-term appointments available in its Department of Economics. Please see our full-page display ad in this issue

EDUCATION

THE UNIVERSITY OF MANITOBA — The Department of Curriculum, Teaching and Learning invites applications for one full-time tenure track position in the area of visual arts education at the middle (5–8) and senior years (9–12) levels The position is subject to final budgetary approval, at the Assistant Professor level, effective July 1, 2002 Applicants must have a doctorate, related teaching experience, and potential for research and/or creative work, and publication. Some experience in an additional curriculum or cognate area would be an asset. Salary range is dependent on qualifications and experience. Responsibilities include 1) teaching undergraduate and graduate courses, 2) supervising undergraduate practica and advising

UNBC

Environmental Studies & Forestry Programs

Assistant or Associate Professor, Resource Planning and Regional Development (Tenure Track)

The University of Northern British Columbia is seeking applications for a tenure track position at the Assistant or Associate Professor level in Resource Planning and Regional Development. We are looking for an exceptional candidate to develop an excellent research and teaching program at both the undergraduate and graduate levels in one or more of the following subject fields: land use planning, integrated resource management, regional planning, and ecosystem management.

The University of Northern British Columbia is located in a vast landscape that is exceptional in its natural beauty. This environment provides excellent research and teaching opportunities. Prince George is a regional service, transportation, and industrial center, which serves as a gateway to Northern British Columbia, the Territories, and Western Alberta. The UNBC service area provides rich opportunities for research and scholarship, while UNBC provides a supportive environment for the development and dissemination of knowledge that can assist in enhancing environmental values, sustainably managing natural resources, and providing multiple benefits to society.

The successful candidate will be expected to teach courses at the first year to senior undergraduate level, and graduate level. Courses may include a combination of: Integrated Resource Management, Resource Planning, Environmental Policy, Northern Environments, and Environmental Planning. The successful applicant will have a Ph.D. in natural resources management, environmental or regional planning, or a related field. They must be committed to excellence in undergraduate teaching, demonstrate success in research and scholarship, and understand environmental issues in Canada and British Columbia. The successful applicant will also have a strong desire to contribute to the development of teaching and research partnerships with northern communities, northern resource users and professional practitioners. Membership (or eligibility for membership) in the Canadian Institute of Planners and the Planning Institute of British Columbia is highly desirable.

UNBC is a dynamic, inter-disciplinary institution offering degrees at the Bachelor's, Master's, and Ph.D. levels. Of particular relevance to this position are the degree programs in Environmental Studies, Environmental Planning, and Natural Resources Management accredited by the Canadian Institute of Planners, the Planning Institute of BC, the Canadian Institute for Forestry, and the Association of British Columbia Professional Foresters.

Please forward your curriculum vitae and the names and addresses of three references (including telephone and fax numbers) to: **Dr. Deborah Poff, Vice President Academic & Provost, University of Northern British Columbia, 3333 University Way, Prince George, BC, V2N 4Z9. Fax: (250) 960-7300.** Please direct inquiries to Dr. W. B. McGill, Dean, College of Science & Management, at (250) 960-5755. Fax: (250) 960-5537. Email: mcgill@unbc.ca. Applications received before **March 1, 2002** will receive full consideration, however applications will be accepted until the position is filled

For more information, visit our website: **www.unbc.ca**

In accordance with Canadian immigration requirements, priority will be given to Canadian Citizens and permanent residents of Canada The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

UNIVERSITY OF NORTHERN BRITISH COLUMBIA

www.UNBC.ca

UNIVERSITY OF CALGARY

CANADA RESEARCH CHAIR (TIER I) IN PETROLEUM GEOLOGY

The Department of Geology and Geophysics, Faculty of Science at the University of Calgary invites applications for a Tier I Canada Research Chair in Petroleum Geology. Applications in any area of Petroleum Geology will be considered, although applicants with a research focus on petroleum reservoirs as they relate to hydrocarbon production are especially welcome.

The successful candidate will have an outstanding track record in research and teaching in petroleum geosciences. Candidates must have a PhD in Geology or a closely related field. Industrially oriented research experience would be an asset. A strong commitment to research excellence, to developing research partnerships with university, industry and government agencies, and the ability to establish and maintain a world-class research program are all essential. It is anticipated that the Chair's research and teaching programs will integrate with, and augment current strengths in, the Department of Geology and Geophysics. The appointment is expected to be made at the Full Professor level.

The Department of Geology and Geophysics at the University of Calgary provides an outstanding research environment, bringing in over $4.5 million in externally funded research in 2000. Our Department is ideally situated in Calgary, Alberta, as it is located in the heart of the Canadian petroleum industry. The Department maintains active and well-established research collaborations with numerous petroleum exploration and development companies, and other partners, in Calgary and around the world. Additional information on the department is available at our Web site (http://www.geo.ucalgary.ca).

The Canada Research Chairs Program has been established by the Canadian government to enable Canadian universities to foster research excellence and enhance their role as world-class centres of research. Information on the Canada Research Chairs Program is available at the CRC Web site (http://www.chairs.gc.ca).

Applicants should submit a curriculum vitae, a statement explaining the applicant's vision for the evolution of the chair (including a research plan), statement of teaching philosophy and the names of three referees to: **Dr. Don C. Lawton**, Head, Department of Geology and Geophysics, Faculty of Science, at the address below. Telephone: (403) 220-8863; Fax: (403) 284-0074; E-mail: dclawton@geo.ucalgary.ca

The deadline for applications is **April 30, 2002**. Nomination to the Canada Research Chairs Program will occur in September 2002, and if the nomination is successful, the anticipated start date would be July 1, 2003.

NURSING

Applications for tenure-track positions are invited at the Assistant and Associate Professor levels, to support the University of Calgary Faculty of Nursing emphasis on research, scholarship, practice, teaching excellence, internationalization, and revenue generation. Our Faculty has approximately 1,000 students and 46 full-time faculty. We are closely involved with the City of Calgary in the science, business, cultural, educational and health sectors.

We are seeking to fill three positions commencing August 1, 2002. The Faculty of Nursing has undergraduate (regular and 2nd degree), post-diploma, master's, nurse practitioner and doctoral programs. Undergraduate partners include Mount Royal College, Medicine Hat College, and Centennial College. Doctoral collaboration with Dalhousie University School of Nursing is ongoing. International partnerships include the universities of Tempere (Finland), Fontys (Holland), and Kagawa (Japan). The Faculty houses the Southern Alberta Nursing and Health Research Resource Unit (SANHRRU), the Nursing Commons that includes the Educational Technology Centre, and the Learning Centre.

Applicants must have a passion for teaching, nursing practice and research. Qualifications must include graduate preparation in nursing, and PhD studies. We welcome applicants with a Nurse Practitioner and Leadership/Administration background. Candidates with expertise in other specialty areas are also strongly encouraged to apply.

Please send a curriculum vitae and the names, addresses, telephone and fax numbers of three references by **February 22, 2002** to **Dr. Deborah Tamlyn**, Dean, Faculty of Nursing, at the address below. Fax: (403) 282-5820.

Call (403) 220-4645/6492 for a recruitment information package.

Visit the Faculty of Nursing Web page at www.ucalgary.ca/NU/

GEOGRAPHIC INFORMATION SCIENCE

The Department of Geography invites applications for one tenure-track position in Geographic Information Science and its applications. This position is part of a planned sequence of appointments relating to our Master's in Geographic Information Systems (MGIS) program. The position is at the assistant professor rank and provides an opportunity for a successful appointee to contribute to an exciting degree program. The position begins July 1, 2002. Applicants should hold a PhD degree at the time of appointment.

The Department is seeking expertise in either of the following areas: (1) GIS Policy and Management (focused on the organizational issues associated with GIS implementation and use in policy and decision-making at all levels of government and in industry; or focused on GIS Policy as it relates to standards (data, spatial structures, interoperability), education, and professionalism within the industry or, (2) GIS Data Issues (including data quality, data structures, database design, data mining, warehousing and management issues, security and infrastructure as they relate to GIS and spatial environments).

The successful candidate's principal duties include teaching in the MGIS program. Candidates also will be expected to participate in undergraduate teaching, graduate teaching and supervision (in both MGIS and Departmental thesis-based programs), research and university service. The Department, with a current faculty complement of 28 members, offers BA and BSc degrees and a graduate program leading to the MGIS, MA, MSc and PhD degrees.

The Department plays a leadership role in, and has strong linkages with, multidisciplinary programs including Environmental Science, Earth Science and the Transportation Theme School. State-of-the-art research, teaching, computing and analytical facilities are available in the Department including three, 25-station, computer labs.

The closing date for applications is **February 28, 2002**. Applicants should send a letter of application, a curriculum vitae, and arrange to have three letters of reference sent directly to the address below. Apply: **Dr. Dianne Draper**, Head, Department of Geography, at the address below. Fax: (403) 282-6561. Further information about the Department may be found at: http://www.ucalgary.ca/geog

POPULATION ECOLOGY

The Department of Biological Sciences wishes to build on existing strengths in Population Ecology (www.ucalgary.ca/ecology) by inviting applications for tenure-track faculty and post-graduate research positions. We are seeking applicants for a tenure-track assistant professor position with a strong background in Population Ecology. Individuals interested in dynamics of populations, predator-prey dynamics, or food-web dynamics are highly encouraged to apply. We are particularly interested in individuals who integrate mathematical theory with empirical work or mathematical biologists working in Population Ecology. Researchers testing fundamental ideas concerning dynamics of biological populations in areas of Conservation Biology, Management of Biological Resources, or Climate Change are encouraged to apply. The successful candidate will have a strong research record in Population Ecology, will be expected to establish an active, externally funded research program, and will participate in teaching at the undergraduate and graduate levels. A complete application should include a curriculum vitae, representative publications and statements of research and teaching interests. Candidates should arrange to have three letters of reference sent under separate cover. Deadline for receipt of all material is **January 31, 2002**. Send to **Dr. O.M. Reid**, Head, Department of Biological Sciences, Faculty of Science, at the address below. Fax: (403) 289-9311; E-mail: dmreid@ucalgary.ca.

Post-graduate Researchers, Post-Doctoral Fellow and 2 PhD Studentships. Individuals studying the spatial and/or temporal dynamics of ecological systems are encouraged to apply. These positions will contribute to projects that tightly link theory and experiments on the dynamics of biological populations. Individuals interested in developing and testing ideas in freshwater systems will have some priority, but projects on plant-herbivore dynamics, coupled predator-prey systems in terrestrial habitats, or contrasting dynamical processes in aquatic and terrestrial systems would be of definite interest. Post-doctoral and post-graduate researchers are encouraged to contact Dr. E. McCauley (Canada Research Chair in Population Ecology), at the address below regarding these PDF and studentship positions. E-mail: mccauley@ucalgary.ca.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered.

University of Calgary, 2500 University Dr. N.W., Calgary, AB, Canada T2N 1N4

The University of Calgary respects, appreciates and encourages diversity.

To see all our academic career opportunities, please visit www.ucalgary.ca/HR/career

www.ucalgary.ca

M Ed students, 3) working collaboratively as a member of a program team, 4) conducting and publishing research and/or creative work and 5) participating in the faculty's service activities, including providing leadership within the university and larger community (i e school system, department of education, and professional arts education organizations) The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents Further information concerning the department, university or city can be obtained by visiting the following websites www umanitoba ca or www city winnipeg mb ca/city Letters of application, complete with curriculum vitae, transcripts, and three letters of reference should be forwarded to Dr Francine Morin, Acting Head, Department of Curriculum, Teaching and Learning, Room 261 Faculty of Education, University of Manitoba, Winnipeg, MB R3T 2N2, Telephone (204) 474-9054, Fax (204) 474-7550, E-mail: fmorin@cc umanitoba ca The closing date for applications is February 28, 2002

THE UNIVERSITY OF MANITOBA — The Department of Educational Administration, Foundations and Psychology invites applications for one full-time tenure track position in the area of Guidance and Counselling The position is subject to final budget approval at the Assistant Professor level, effective July 1, 2002 or as soon thereafter as possible Applicants must have, or be near to the completion of, an earned doctorate degree and provide evidence of the ability and potential to initiate and sustain an ongoing, high quality, research program The capacity to teach effectively at both undergraduate and graduate levels will be an important consideration Experience in school-based counselling will be an asset, as will be a background in one or more of the following areas learning, social-emotional processes, communication, diversity and cross-cultural issues Responsibilities include 1) teaching courses in guidance and counselling at the B Ed , PB C E and M Ed levels, 2) fieldwork with teachers and counsellors, 3) carrying out an active research program, 4) supervising graduate students, and, 5) participating in the Faculty's service activities The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority Further information concerning the department, university or the city can be obtained by visiting the following websites www umanitoba ca and www city winnipeg mb ca/city Letters of application, complete with curriculum vitae, transcripts and the names of three referees should be forwarded to: Dr Ian Young, Head, Department of Educational Administration, Foundations and Psychology, Faculty of Education, University of Manitoba, Winnipeg, Manitoba, R3T 2N2, Telephone (204)-474-9017, Fax: (204)-474-7564, Email young(@ms umanitoba ca The closing date for applications is February 28, 2002

CONCORDIA UNIVERSITY — The Faculty of Arts and Science, has up to three limited-term appointments available, one in Early Childhood Elementary Education, one in Educational Studies and one in Teaching English as a Second Language Please see our full-page display ad in this issue

THE UNIVERSITY OF ALBERTA — The Department of Elementary Education, Faculty of Education is seeking an instructor to teach Orff-Schulwerk Level III (July 1-July 12, 2002) Qualifications should include understanding of the psychological, philosophical and pedagogical significance of Orff-Schulwerk and extensive experience in active and creative music teaching based on Orff principles, knowledge of authentic folk materials from a variety of cultures, ability to teach advanced movement skills, ability to compose/arrange music for voices and Orff instrumentarium and teach advanced Orff orchestration and compositional techniques, extensive Orff-Schulwerk teaching experience at the university level Responsibilities for instruction include both lectures and labs in ensemble, pedagogy and movement Remuneration is $3,045 In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered Applications accompanied by a curriculum vitae and three letters should be sent by January 31, 2002 to Dr Dianne Oberg, Chair, Department of Elementary Education, 551 Education South, University of Alberta, Edmonton, Alberta, Canada T6G 2G5, Fax (780) 492-7622 The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP) The University of Alberta hires on the basis of merit We are committed to the principle of equity in employment We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons

BROCK UNIVERSITY — Applications are invited for a probationary tenure track position in the Department of Graduate & Undergraduate Studies in Education Preferred candidates should possess a doctoral degree or equivalent (ABD acceptable) in Quantitative Research, with secondary interests in educational administration and/or policy studies, or curriculum, or assessment and evaluation In addition, some prior teaching at the elementary, secondary, or post-secondary level would be an asset Rank and salary While preference will be given to appointments at the Assistant Professor level, rank, and salary will commensurate with qualifications and experience, subject to budgetary approval Appointment date July 1, 2002 to June 30, 2004 Responsibilities of this position include teaching at the graduate level and may include teaching in the Pre-Service Department and/or Continuing Studies. Supervision of MEd students also will be expected The home department in the Faculty of Education for this position is the Department of Graduate and Undergraduate Studies Candidates should send their curriculum vitae, copies of reprints, and arrange to have letters from three referees forwarded by February 1, 2002 to Dr Michael Manley-Casimir, Dean, Faculty of Education, Brock University, St Catharines, Ontario L2S 3A1 The deadline for applications is February 1, 2002 The appointment will commence July 1, 2002 All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority More information on Brock University can be found on the University's website www.brocku.ca

ELECTRONICS

THE UNIVERSITY OF CARLETON — Applications are invited for a tenure-track position at the Assistant Professor level in the Department of Electronics to commence July 1, 2002 This position is subject to budgetary approval Candidates are sought with expertise in one or more of the following areas VLSI design, design automation, digital design, mixed-signal design, RF IC or microwave circuit design Candidates must hold a doctoral degree in Electrical/Electronic Engineering or a closely related field, have demonstrated potential to carry out leading-edge research, and a commitment to teaching Membership or eligibility for membership in a Canadian professional engineering association is desirable The Department of Electronics has a long history of research excellence in VLSI design, IC process technology, CAD for VLSI, antenna design, and semiconductor device modelling, and has superb infrastructure to support work in these fields (details can be found at http://www doe carleton ca) The Department is a member of all relevant federal and provincial centers of excellence including CITO, Micronet and CITR The faculty includes three IEEE Fellows Carleton University's location in Ottawa — Canada's high technology capital — has allowed the Department to develop strong research collaboration with many key companies in the telecommunications and microelectronics sectors There is also strong collaboration with the National Research Council and the Communications Research Centre Home to the National Arts Centre, the National Gallery and many major museums, Ottawa offers the convenience of living in a medium-sized city combined with the cultural activities one would expect in a much larger urban center There are also excellent opportunities for outdoor sports and recreation throughout the year Applications, with a detailed curriculum vitae and the names of three referees, should be sent to Prof M S Nakhla, Chair, Department of Electronics, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada K1S 5B6, Telephone (613) 520-5754, Fax (613) 520-5708 Email: msn@doe carleton ca Applications will be accepted as long as the position remains unfilled All qualified candidates are encouraged to apply The applications of Canadians and Residents will be considered first Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and people with disabilities Persons from these groups are encouraged to apply

ENGINEERING

THE UNIVERSITY OF ALBERTA — The Department of Mechanical Engineering invites applications from outstanding individuals for one full-time, tenure track position at the Assistant or Associate Professor level depending on qualifications. As a result of our currently expanding undergraduate and graduate programs, we are interested in high quality candidates in the general area of Engineering Management. Interest in Manufacturing would be an asset. The intention is to build on the areas of strength within the existing complement of staff and faculty. The successful candidate will be required to teach at the undergraduate and graduate levels, supervise undergraduate and graduate students, establish a viable, externally-funded research program, and assist in the administrative duties of the department and faculty. Salary and rank will be commensurate with qualifications and experience. Candidates must hold a PhD in Mechanical Engineering or related discipline or expect to receive one before July 1, 2002. Research and/or industrial experience beyond a doctoral degree is desirable. Successful candidates will be expected, in due course, to register as a professional engineer with the Association of Professional Engineers, Geologists and Geophysicists of Alberta. Interested candidates should send a curriculum vitae, names of three references, a statement of current and future research interests as well as a specific research plan, and three papers most relevant to research interests, to: Chair, Department of Mechanical Engineering, University of Alberta, Edmonton, Alberta, Canada, T6G 2G8 Applications will be accepted until the position is filled with interviews to start as soon as possible. Information about the department can be found at http://www.mece.ualberta.ca The records arising from this competition will be managed in accordance with provisions of the Alberta

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UNIVERSITY OF MANITOBA

UNIVERSITY OF MANITOBA
ACADEMIC FAMILY PHYSICIAN

The Department of Family Medicine, Faculty of Medicine at the University of Manitoba and the Family Medicine Program of the Winnipeg Regional Health Authority invite applications for a contingent, geographical full-time physician. The position is based at the Family Medical Centre, the residency training unit affiliated with St .Boniface General Hospital.

Requirements:
-Excellent interpersonal skills appropriate to dealing with patients, residents and other health professionals
-Previous teaching experience would be an asset
-Willingness to provide maternity care and willingness to develop research skills are desirable
-Certification in family medicine from the College of Family Physicians of Canada
-At least three years of family practice experience
-Eligible for registration with the College of Physicians and Surgeons of Manitoba

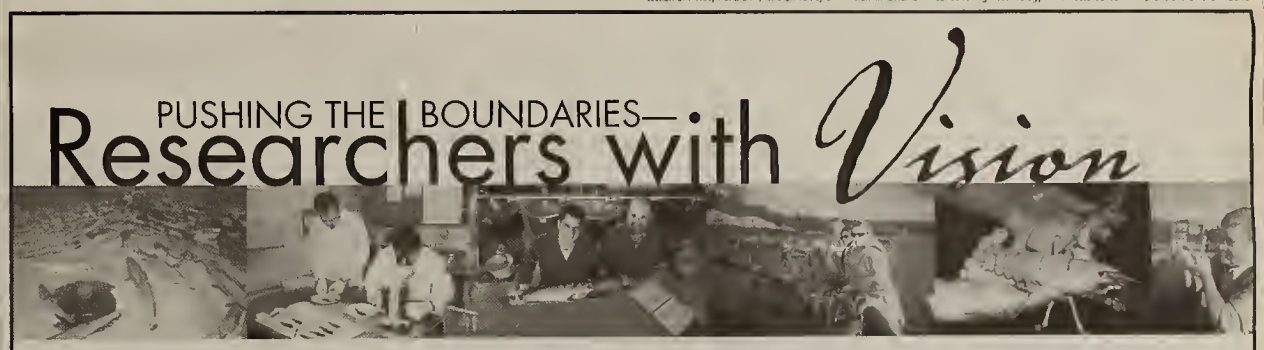
The successful applicant will be involved in the training of family practice residents, medical students and other health professionals, and in the provision of clinical care. Creativity, leadership and a sense of humour would be assets.

Salary and rank will be commensurate with qualifications and experience. Leadership positions are available within the department for the appropriate candidate.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples and persons with disabilities.

In accordance with Canada Employment and Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

This position will be available June 1, 2002. Closing date for applications is **February 28, 2002**. Applications accompanied by a curriculum vitae and names of three referees should be submitted to **Dr. J. L. Reynolds, Head, Department of Family Medicine, E6003-409 Tache Avenue, Winnipeg, Manitoba, R2H 2A6**, Telephone (204) 237-2297, Fax (204) 231-0302.



CANADA RESEARCH CHAIR - TIER II • AQUATIC SCIENCES

The **University of Prince Edward Island** is offering a new research chair opportunity to a dynamic researcher who is a leader in Aquatic Sciences. This important area of research at UPEI benefits fisheries and aquaculture, which are significant industries in PEI and the Atlantic region. At UPEI, there are presently 28 researchers engaged in aquatic research of regional, national and international relevance.

Diverse

UPEI seeks a researcher leading in the study of finfish, shellfish or lobsters. Research is currently carried out in the areas of molecular virology and genetics, pathology, parasitology, epidemiology, aquatic toxicology, ecology or engineering. Appointed to UPEI's Atlantic Veterinary College, the Chair holder will have strong opportunities to collaborate with researchers in the Faculty of Science and at the College. Areas in which the Chair can focus are the health and conservation of aquatic wildstocks, infectious diseases, production losses or health management of aquaculture species.

Leading

At UPEI—an internationally recognized centre of excellence in aquatic health—the Research Chair will benefit from the support offered through the Centre for Marine and Aquatic Resources, the Cardigan Fish Hatchery, the Water Science Centre, the Lobster Science Centre and Atlantic Fish Health. Leading research is carried out in the Atlantic Veterinary College's unique aquatic facilities and in the field, locally and regionally.

Collaborative

The Canada Research Chair committee wants to hear from innovative thinkers willing to work in a collaborative research setting. At UPEI, scientists play a special role as leaders in research with industry, government and regional partners. This "no borders" approach has resulted in successful local and international discoveries.

PEOPLE WITH CHOICES CHOOSE UPEI • WWW.UPEI.CA

The successful candidate will be appointed for a five-year term, at an Assistant or Associate Professor level, renewable once.
For more information, or to submit a candidacy or nomination, contact:
Dr. Katherine Schultz, Vice-President, Research Development, 902-566-0637 or e-mail research@upei.ca
Consideration of applications and nominations will begin no later than the last week of February, 2002.

UPEI

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Prince Edward Island is committed to gender equity in employment

Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

THE UNIVERSITY OF VICTORIA — The Department of Electrical and Computer Engineering is inviting applications for five faculty positions. Each of these positions will involve undergraduate and graduate teaching, graduate supervision at the master's and doctoral levels and research in related areas. 1 Lansdowne Chair in Computer Engineering. Professor. The Department is seeking a distinguished scholar from industry or academia with an international reputation who will provide leadership in further developing the computer engineering research and teaching programs. The personal research interests of the Chairholder could encompass any hardware or software aspect of computer engineering, however, computer architecture, computer networks, parallel systems, and VLSI systems are of particular interest. The Lansdowne Chair in Computer Engineering is one of seven supported by the UVic Lansdowne Endowment Fund and is the first endowed chair in the Faculty of Engineering. This position is available immediately and applications will be accepted until the position is filled. 2. Canada Research Chair, Tier II, in High Performance Networks. Assistant Professor or beginning Associate Professor. The successful candidate is expected to lead a vigorous research program and teach in computer engineering and specifically in the area of high performance networks which is broadly interpreted to include architecture, routing, interface design, protocols, performance, and Quality of Service. This position is available immediately and applications will be accepted until the position is filled. 3. Telecommunications Assistant Professor. This is a tenure-track position in the general area of telecommunications. Special emphasis is placed on optical systems and networks, optoelectronics and photonics. This position is subject to funding. Applications should be received by 1 February 2002, but will continue to be accepted after this date until the position is filled. 4. Digital Signal Processing. Assistant Professor. This is a tenure-track position in the general area of signal processing. Special emphasis is placed on one or more of the following areas: adaptive filters, telecommunication signal processing, audio-video processing, array processing, nonlinear signal processing. Applications should be received by 1 March 2002. The position is available 1 September 2002. 5. Computer Engineering. Assistant Professor. This is a tenure-track position in the general area of computer engineering. Special emphasis is placed on computer architecture, distributed systems, networks, embedded systems and digital design. Applications should be received by 1 March 2002. The position is available 1 September 2002. A PhD or equivalent qualification is required for all five positions. Professional engineering registration or eligibility is an asset. Salary will be commensurate with qualifications and experience. The Department, which is known internationally for its high quality research programs, has 21 faculty members with 7 IEEE Fellows, one Fellow of the Royal Society of Canada, two NSERC Industrial Research Chairs and attracts over $2.3M in annual research funding. More information on the Department can be found at http://www.ece.uvic.ca/. Applicants are invited to forward a curriculum vitae, the names and postal/email addresses of at least three references and reprints of their most important recent research to: Chair, Dept. of Electrical and Computer Engineering, University of Victoria, PO Box 3055 Stn. CSC, Victoria, BC, Canada, V8W 3P6, fax: (250) 721-6052, email: chair@ece.uvic.ca. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal peoples. This advertisement is directed to both Canadian and International candidates.

THE UNIVERSITY OF ALBERTA — The Department of Mechanical Engineering invites applications from outstanding individuals for one full-time, tenure track position at the Assistant or Associate Professor level depending on qualifications. As a result of our currently expanding undergraduate and graduate programs, we are interested in high quality candidates in the general area of Engineering Management. Interest in Manufacturing would be an asset. The intention is to build on the areas of strength within the existing complement of staff and faculty. The successful candidate will be required to teach at the undergraduate and graduate levels, supervise undergraduate and graduate students, establish a viable, externally-funded research program, and assist in the administrative duties of the department and faculty. Salary and rank will be commensurate with qualifications and experience. Candidates must hold a PhD in Mechanical Engineering or related discipline or expect to receive one before July 1, 2002. Research and/or industrial experience beyond a doctoral degree is desirable. Successful candidates will be expected, in due course, to register as a professional engineer with the Association of Professional Engineers, Geologists and Geophysicists of Alberta. Interested candidates should send a curriculum vitae, names of three references, a statement of current and future research interests as well as a specific research plan, and three papers most relevant to research interests, to: Chair, Department of Mechanical Engineering, University of Alberta, Edmonton, Alberta, Canada, T6G 2G8. Applications will be accepted until the position is filled with interviews to start as soon as possible. Information about the department can be found at: http://www.mece.ualberta.ca. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

THE UNIVERSITY OF ALBERTA — The Department of Electrical and Computer Engineering invites applications for tenure track faculty positions at all levels to complement existing research and teaching strengths in our Department, as well as provide a foundation in emerging fields in electrical engineering, computer and software engineering, and engineering physics. Detailed information regarding Department programs, faculty and facilities can be found at www.ee.ualberta.ca. Candidates must have earned a PhD (or expected) in electrical engineering or a closely related area (computer engineering and engineering physics) and have a strong commitment to research and teaching. Industrial experience will be considered an asset. The candidate should be eligible for registration as a Professional Engineer. The Department currently has 44 faculty members and will be expanding to 53 over the next 2 years. The Department has over 850 undergraduates in all programs and 250 graduate students. Two new buildings with a total area of 31,000 m2, serve the current teaching and research needs of the Department. The province of Alberta has recently established a $1 billion endowment for research through the Alberta Heritage Foundation for Science and Engineering Research. There are sources of federal funding through the Natural Sciences and Engineering Research Council of Canada (NSERC) and the Canadian Foundation for Innovation (CFI) supporting research infrastructure. Applicants are invited to submit their curriculum vitae including employment history, a statement concerning research and teaching interests, reprints of at least two representative research papers, and the names of at least three referees to: Dr. W. Pedrycz, Chair, Department of Electrical and Computer Engineering, University of Alberta, Edmonton, Alberta, Canada, T6G 2V4. The application review process will begin on February 15, 2002 and will continue until the positions have been filled. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

THE ROYAL MILITARY COLLEGE OF CANADA — The Electrical and Computer Engineering Department invites applications for two tenure track positions at the level of Assistant Professor. The required qualifications are a PhD in Electrical or Computer Engineering, acceptable teaching experience, and publications in the area of specialty. In filling the first position, the Department is seeking to strengthen its expertise in the areas of Computer Architecture or Digital Electronics. For the second position, we are seeking people who have research interests in Digital Signal Processing or Communications. If suitable candidates cannot be found in these fields, candidates with expertise in other Electrical and Computer Engineering related areas will be considered. The successful candidates should be prepared to teach and develop undergraduate and graduate courses, and to conduct active research programs. These are bilingual positions, which require an ability to read, comprehend and communicate orally in both official languages with a required linguistic profile of PPP/PPP. Preference will be given to staffing the bilingual positions. However, an eligibility list may be established and candidates who apply for this competition may be assessed to staff similar positions with various linguistic requirements. For further information on this employment opportunity, candidates are invited to contact Professor Reinald Mongeau, Head of the Department of Electrical and Computer Engineering at (613) 541-6000, extension 6470 or by email at mongeau-b@rmc.ca. For information about the Department of Electrical and Computer Engineering, please consult the RMC web pages at http://www.rmc.ca/academic/engineering/rmccomp.html.

University of Prince Edward Island
Dean of Education

The University of Prince Edward Island seeks candidates for the position of *Dean of Education.*

The successful candidate will:

- have an established scholarly and research record and demonstrated excellence in academic leadership,
- lead in the enhancement of teaching excellence at UPEI, and in the professional community of PEI and beyond,
- play a leadership role in mentoring and developing research within the Faculty of Education and contribute to the research culture within the University,
- demonstrate innovative leadership in a student-centred, dynamic environment,
- possess well-developed interpersonal skills essential in maintaining and initiating collaborations within and outside the University,
- serve as a member of the University's senior management team, reporting directly to the President.

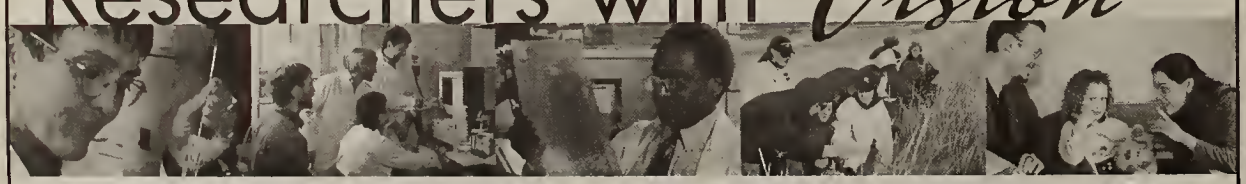
Candidates should submit a letter of application, c.v., and names and contact coordinates of three referees to: The President, University of Prince Edward Island, 550 University Avenue, Charlottetown, PE, Canada, C1A 4P3, fax: 902 628 4311, e-mail: president@upei.ca

Applications will be received until February 22, 2002, with an expected starting date of July 1, 2002.

For more information about UPEI and its Faculty of Education, visit our academic openings Web page: www.upei.ca/humanres

In accordance with Canadian Immigration requirements, all qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Prince Edward Island is committed to gender equity in employment.

PUSHING THE BOUNDARIES— Researchers with *Vision*



CANADA RESEARCH CHAIR - TIER II • HUMAN DEVELOPMENT AND HEALTH

The **University of Prince Edward Island** is offering a new research chair opportunity to dynamic academics who can engage in independent and collaborative multi-disciplinary research in the area of Human Development and Health—researchers who are recognized by their peers as having great leadership potential in their field. UPEI presently has twenty-two researchers from a variety of disciplines engaged in research related to human development and health. The Chair will focus on one of the following three areas:

RESEARCH LEADER— Literacy

Literacy is an emerging area of research and academic inquiry at UPEI and has been identified as a priority by the government of Prince Edward Island. Significant research opportunities are available in this field. Present research at UPEI in literacy is focusing on such areas as gender reading differences and family literacy. The CRC committee is particularly interested in candidates with a lifespan approach to literacy.

RESEARCH LEADER— Child Health

The CRC selection committee is also interested in candidates with expertise in the area of sociol-behavioural determinants of child health. Encompassing the fields of nursing, family health and nutrition, psychology and education, UPEI's researchers are working collaboratively as well as independently on child health issues from the preschool to young adult level.

RESEARCH LEADER— Aging

A Chair holder from this discipline would lead research efforts in the area of aging (gerontology, psychology, sociology, family science, nursing or a related discipline) and work with the PEI Centre for Study of Health and Aging (est. 1988), and a collaborative team of professionals from various university departments, the PEI Department of Health and Social Services, Veterans Affairs Canada, and the community.

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The successful candidate will be appointed for a five-year term, at an Assistant or Associate Professor level, renewable once.
For more information, or to submit a candidacy or nomination, contact:
Dr. Katherine Schultz, Vice-President, Research Development, 902-566-0637 or e-mail research@upei.ca

Consideration of applications and nominations will begin no later than the last week of February, 2002.

CAREERS CARRIÈRES

THE UNIVERSITY OF WINDSOR invites applications for a full professor position in Engineering Materials in the Department of Mechanical and Automotive Engineering commencing July 1, 2002. Subject to budgetary approval For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact Dr. Graham Reader, Dean, Faculty of Engineering, University of Windsor, Windsor, ON, N9B 3P4, Tel 519.253.3000, Ext 2566, Fax 519.971.3622, Email apptengr@uwindsor.ca

THE UNIVERSITY OF WATERLOO — The Department of Chemical Engineering is inviting applications for a faculty position as a tenure-track Assistant Professor in the area of Process Systems Engineering, commencing January 1, 2002 The faculty members of the PSE group at the Department of Chemical Engineering have developed strong programs in the area of computer process control, applied statistics and process simulation. In order to enhance our strength, the successful candidate should have research interest in the area of optimization of continuous and discrete processes and integration of control and design However, excellent candidates in the general process systems engineering area, i e control, optimization and applied statistics, will also be considered Due to a recent introduction of a software option into the Chemical Engineering program, the candidate will be expected to contribute to the teaching of courses related to the option. It is expected of applicants to hold a PhD in Chemical Engineering, or a related discipline. The Department has 25 faculty members and a total annual enrolment of about 500 undergraduates in the Chemical and Environmental Engineering programs and 100 graduate students It is one of the largest chemical engineering departments in North America The University of Waterloo has over 23,000 students and is presently ranked "first overall" of the 62 Canadian universities The scenic 1,000-acre campus is part of the twin-cities of Kitchener-Waterloo with a population of 273,000 located 100 km SW of Toronto The community is rated highly for its excellent living conditions More information on the department and university is available at http://www.uwaterloo.ca Applications will be evaluated until the position is filled Applicants should submit a curriculum vitae, publication list, a statement of teaching and research interests, and names of three referees to: The Chair, Department of Chemical Engineering, University of Waterloo, Waterloo, Ontario N2L 3G1. (519) 888-4567, Ext. 2295, ichatzis@uwaterloo.ca. Canadian citizens and permanent residents will be considered first for this position The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. This appointment is subject to the availability of funds.

THE UNIVERSITY OF WATERLOO invites applications for several tenure-track faculty positions in all areas of Electrical and Computer Engineering Applicants should have a PhD in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline, and must have a strong commitment to both research and teaching. Eligibility for registration as a Professional Engineer is desirable We expect to fill most positions at the Assistant or Associate Professor level, but candidates at all levels of experience are encouraged to apply The department offers undergraduate co-op programs in Electrical Engineering and Computer Engineering and plans to introduce a Software Engineering degree program jointly with Computer Science The department attracts outstanding Canadian and international students to its master's and doctoral programs. There are currently 175 graduate students supervised by 42 full-time faculty. With industry and government support, excellent teaching and research laboratories have been developed and are being expanded in all key areas of Electrical and Computer Engineering. The department provides excellent research opportunities in many rapidly developing areas of Information Technology, and fosters joint research with industry. More information on these opportunities, programs and research facilities can be obtained at http://www.ece.uwaterloo.ca Applications, including a curriculum vitae and the names and e-mail addresses of at least three referees, should be directed to: Professor Daniel Miller, Co-ordinator, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 e-mail, millerd@ece.uwaterloo.ca To expedite handling of applications, candidates should ask those named as references to direct supporting letters to the same address Applications will be considered as soon as they are complete and as long as positions remain available The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities These appointments are subject to the availability of funds

THE UNIVERSITY OF WATERLOO — The Department of Electrical and Computer Engineering invites applications for three positions at the rank of Lecturer. The initial appointment will be for a period of five years. Subject to satisfactory performance, these Lecturer appointments can be renewed for subsequent five-year terms Exceptional demonstrated performance could lead to an appointment as a Continuing Lecturer in special cases The rank of Continuing Lecturer is a permanent position. Applicants must have a minimum of a Master's degree in Electrical Engineering, Computer Engineering, Software Engineering, Computer Science, or closely related areas A PhD degree and/or previous teaching experience is desirable. The primary duty of the successful applicants will be teaching undergraduate students in the Department of Electrical and Computer Engineering. Other activities will include marking of reports, evaluation of technical presentations by undergraduate students, and may include involvement in research programs Successful applicants are expected to have excellent communication skills and to be able to teach undergraduate courses in the areas of electrical, computer, or software engineering. The successful applicants will be encouraged to apply for Professional Engineering registration in Ontario Applications will be considered until the positions are filled These appointments are subject to the availability of funds. In accordance with Canadian immigration requirements this advertisement is primarily directed to Canadian citizens and permanent residents The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, e-mail addresses, telephone and fax numbers of at least three references Mail your application to Professor Daniel Miller, Co-ordinator, Lecturer Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. More information can be obtained by sending e-mail to Professor Daniel Miller at recruit@ece.uwaterloo.ca

THE UNIVERSITY OF WATERLOO — The Software Engineering Board invites applications for a five year, definite-term position at the rank of Lecturer, with the possibility of the appointment being converted to a permanent position A candidate must possess a graduate degree in Software Engineering, Computer Science or Computer Engineering, and must be willing to seek Ontario registration as a Professional Engineer. The candidate must also demonstrate an aptitude for outstanding teaching in software engineering or related area. Industrial experience is desirable. This position is immediately available Applications will be considered until the position is filled. Software Engineering is a new and distinctive professional, undergraduate program at Waterloo, jointly established by the Departments of Computer Science and Electrical and Computer Engineering Our undergraduate programs attract some of the best students in the country Excellent offices, laboratories, and computing facilities, and attentive support staff provide for a productive work environment The successful applicant will be expected to support the new software engineering program Primary duties include teaching, academic advising, managing labs and study groups, and helping to promote the program There will be some administrative responsibilities Scholarly activities, such as professional development and/or participation in research, are also expected In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals including women and members of visible minorities, native peoples, and persons with disabilities Interested candidates are invited to submit a detailed curriculum vitae, statement of career objectives, and the names and e-mail addresses of three references Supporting letters should indicate the applicant's range of teaching interests, expertise and experience Please direct applications to: Dr Joanne Atlee, Director of Software Engineering, University of Waterloo, Waterloo, Ontario Canada N2L 3G1 (se-director@uwaterloo.ca) Candidates should ask those named as references to direct supporting letters to the same address This appointment is subject to the availability of funds.

THE UNIVERSITY OF WATERLOO — Scotiabank Research Chairs The Departments of Computer Science and Electrical & Computer Engineering at the University of Waterloo seek applications for a senior and a junior Scotiabank Research Chair in Software Engineering Applicants must have an outstanding research record and a commitment to teaching, and should hold a doctoral degree in Software Engineering, Computer Engineering or Computer Science A demonstrated record of industrial collaboration would be an asset Candidates for the senior Chair should be qualified for an academic position at the level of full professor Candidates for the junior Chair should be qualified for an academic position at the level of either a mature assistant professor or an associate professor The chairholders will hold joint-appointments in the Departments of Computer Science and Electrical & Computer Engineering, and must be willing to seek Ontario registration as a Professional Engineer. The Chairs are funded by Scotiabank, and the associated research funds can be matched by provincial and federal funding programs, up to $2,000,000 over five years. It is expected that the chairholders' research programs will focus on problems in developing and maintaining large software systems, software architecture, feature interactions, testing and verification, program understanding, visualization, reverse engineering, software evolution. The University of Waterloo has one of the largest Software Engineering research groups in the country, involving 11 full-time faculty members from the Departments of Computer Science and Electrical & Computer Engineering These two departments together have over 100 faculty members, and have a long history of collaborating with each other on undergraduate programs and research projects. In September 2001, the two departments will initiate a jointly sponsored undergraduate degree in Software Engineering More information can be found at http://www.math.uwaterloo.ca/FacultyTSoftwareEng/ Applications should include a curriculum vitae and the names and e-mail addresses of three references. The application should be directed to Director Dr Joanne Atlee, Software Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1, se-director@cs.uwaterloo.ca To expedite handling of applications, candidates should ask those named as references to direct supporting letters to the same address These positions are immediately available Applications will be considered as soon as they are complete and as long as positions remain available The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities These appointments are subject to the availability of funds

ENGLISH

CONCORDIA UNIVERSITY — The Faculty of Arts and Science, has one limited-term appointment available in Twentieth Century Literature Please see our full-page display ad in this issue

THE UNIVERSITY OF REGINA — The Department of English invites applications for a two-year, limited term position, subject to budgetary approval, at the floor of the assistant professor rank (currently $44,419 per annum), commencing July 1, 2002. The curriculum of the department of English emphasizes the variety of approaches to literature in English Studies A description of the programs is available upon request from the Department (306-585-4140), or from the University of Regina website at http://www.uregina.ca/arts/english/index.html Candidates should have a PhD, teaching experience, and a record of scholarship We are looking for a person in Medieval Literature or English Language Studies. Preference will be given to excellent candidates with expertise in both areas The successful applicant will be asked to teach some or all of the following courses. Chaucer, Studies in Medieval Literature, Introduction to Linguistic Approaches to Literature, Structure of Modern English, General Linguistics I, History of the English Language, Literature and Composition All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority The University of Regina is committed to employment equity Applicants should submit a curriculum vitae by February 15, 2002, and arrange to have three letters of reference and transcripts forwarded to Dr M Knuttila, Dean, Faculty of Arts, University of Regina, Regina, Saskatchewan, S4S 0A2

ENVIRONMENTAL STUDIES

THE UNIVERSITY OF WINNIPEG — The Environmental Studies Program invites applications for a tenure-track position, at the rank of Assistant or Associate Professor, to serve as Director Environmental Studies is a program comprised of three-year and four-year B.A. degrees (with streams in Urban and Urban Studies), four-year B Sc. degrees (with streams in Forest Ecology, Forest Policy and Management, Environmental Chemical Analysis, and Global Environmental Systems) and a 4-year B Sc./Diploma (Applied Environmental Studies) This interdisciplinary, undergraduate program was the first of its kind in Canada when it was established over three decades ago This is an exciting opportunity for an enthusiastic individual with a vision to build on this well-established and successful program The successful candidate will have a PhD in Environmental Studies or a related discipline, ideally with teaching, research and administrative experience related to one or more of the program streams. Candidates should have good leadership skills and the ability to establish working relationships with decision makers, business people, and community groups which deal with environmental and resource issues Candidates will also be expected to interact with, and effectively advise, students with a wide range of interests. Salary will be commensurate with qualifications and experience. In accordance with Canadian immigration requirements, first preference must be given to Canadian citizens and permanent residents The University of Winnipeg is committed to employment equity, welcoms diversity in the workplace and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities Subject to budgetary approval, this position will commence on July 1, 2002 Deadline for submission of applications is January 31, 2002. Interested applicants should send a curriculum vitae and arrange for three letters of reference to be forward to Dr Doreen Smith, Director, Environmental Studies, University of Winnipeg, 515 Portage Avenue, Winnipeg, MB, Canada, R3B 2E9

ÉTUDES FRANÇAISES

L'UNIVERSITÉ CONCORDIA — La Faculté des arts et des sciences de l'Université Concordia annonce la création probable de trois postes éventuels, a durée déterminée dans les domaines suivants deux postes dans la domaine d'enseignement du français langue seconde et une poste en traduction générale Veuillez lire l'annonce pleine page publiee dans ce numero.

EXERCISE SCIENCE

CONCORDIA UNIVERSITY — The Faculty of Arts and Science, has one limited-term appointment available in its Department of Exercise Science Please see our full-page display ad in this issue

FAMILY & RELATIONSHIP STUDIES

ST. JEROME'S UNIVERSITY — The Department of Religious Studies, in conjunction with the Studies in Sexuality, Marriage and the Family Interdisciplinary Program, invites applications for a two-year contract position at the level of Assistant Professor beginning July 1, 2002 There is the possibility that this will become a tenure-track position in July 2004 A successful candidate should be prepared to teach introductory courses in two or more of the following areas social ethics, social justice, eastern religions, Christian ethics and Christian church history Additional expertise in couple and family relationships, counselling, or human sexuality is especially welcome St Jerome's University is a publicly-funded Roman Catholic liberal arts institution, fully federated with the University of Waterloo We emphasize teaching excellence in a student-centered atmosphere and a spirit of collegiality befitting a multi-disciplined environment Applications from persons who are familiar with and supportive of the traditions of the Roman Catholic faith are especially encouraged to apply Candidates should have their PhD by the time of appointment The minimum starting salary for an Assistant Professor, as of May 1, 2001, is $47,116 Applicants should submit a letter of intent, a curriculum vitae, a statement of teaching and research interests and arrange for three reference letters to be sent to Dr Cristina Vanin, Chair, Department of Religious Studies and Director, Studies in Sexuality, Marriage and the Family, St Jerome's University, Waterloo, Ontario, Canada, N2L 3G3 The closing date for applications is February 15, 2002 St. Jerome's University is committed to equity of employment and encourages applications from all qualified individuals, including women, members of visible minorities, native persons, and persons with disabilities Canadian citizens and Permanent Residents will be considered first for this position

FILM STUDIES

CARLETON UNIVERSITY'S Film Studies program invites applications for a tenure-track position at the rank of Assistant Professor beginning 1 July 2002 Applicants should have expertise in World Cinemas from an historical perspective, with a focus on non Euro-American cinemas Research interests should include transnational cinemas and the cultural effects of globalization The successful candidate will be expected to teach a range of courses in film studies from first year to the M.A level He or she may also be expected to contribute to Carleton University's new doctoral program in Cultural Mediations This is an interdisciplinary PhD in arts and culture which draws upon faculty and other resources from film, literature, music and art history Applicants must have a PhD, a strong commitment to scholarship reflected in publications, an active research profile and teaching experience Complete applications including a curriculum vitae, three letters of reference and a writing sample must be sent before 31 January 2002 to Professor Alan Gillmor, Acting Director, School for Studies in Art and Culture, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6 All qualified candidates are encouraged to apply The applications of Canadians and Permanent Residents will be considered first. Carleton University is committed to equality of employment for women, aboriginal people, visible minorities and people with disabilities Persons from these groups are especially encouraged to apply This position is subject to budgetary approval

FINANCE

WILFRID LAURIER UNIVERSITY — The School of Business and Economics invites applications for a tenure-track position in Finance commencing July 1, 2002 The applicant will have a completed PhD in Finance, though applicants who are ABD will be considered The successful candidate will be expected to be able to teach effectively at the BBA and MBA levels. The ideal candidate will have demonstrated ability to pursue innovative research and publish in high quality journals. The School has over seventy full-time faculty in Business, approximately two thousand undergraduates and over two hundred and fifty part-time and full-time MBA students. Laurier's business programs focus on the development of applied general management knowledge, skills and attitudes With a mission to achieve excellence in management education, we provide strong support for faculty to fully develop both their research and teaching capabilities. As a consequence, we are particularly interested in candidates who seek to maintain a balance between their scholarly and instructional pursuits and are committed to excellence in both All qualified candidates are encouraged to apply, however, Canadians and Permanent Residents will be given priority The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people. All positions are subject to budgetary approval Please direct applications by February 15, 2002 to: John McCutcheon, Acting Associate Dean of Business. Faculty Development & Research, School of Business & Economics, Wilfrid Laurier University, 75 University Avenue West, Waterloo, Ontario N2L 3C5, jmcutc@wlu.ca

FRANÇAIS

THE UNIVERSITY OF WESTERN ONTARIO — Le Département de français à la Faculté des arts, est à la recherche d'un-e professeur-e (contrat a terme limité, d'une durée de cinq ans maximum, au rang salarial de "Lecturer") ayant une expertise dans l'enseignement du français des affaires, de la traduction (français-anglais, anglais français, avec spécialisation en français des affaires), de la linguistique théorique et des cours de langue. Le dossier idéal inclura une maîtrise dans un des domaines mentionnes, un dossier de traduction professionnelle et de l'expérience dans l'enseignement des domaines cités La personne nommée aura de l'experience dans la création des cours et dans la préparation du materiel pedagogique électronique pour l'enseignement du français des affaires, et dans la préparation des étudiant-e-s pour les examens de la Chambre de Commerce de Paris. Cette personne fera preuve de suffisamment de souplesse pour être en mesure d'enseigner a des groupes de tailles variables, et en français et en anglais. Date d'entrée en fonctions, le 1er juillet 2002. Ce poste est sujet a approbation budgetaire Veuillez adresser un curriculum vitae et trois lettres de recommandanon envoyees directement des repondants au Dr Clive Thomson, Directeur, Département de français. The University of Western Ontario, London, Ontario N6A 3K7, avant le 31 mars 2002 (dossiers de candidature acceptés par courrier électronique cthomson@uwo.ca) Nous encourageons tout-e candidat-e qualifié-e a faire la demande du poste Nous donnerons priorité, toutefois, aux candidat-e-s canadien-ne-s et aux immigrant-e-s reçu-e-s. The University of Western Ontario s'engage à respecter l'équité en matière d'emploi. Pour promouvoir la diversite dans le lieu de travail, elle encourage toute candidature provenant de personnes qualifiées, y compris les femmes et les hommes, les membres de minorités visibles, les autochtones, et les personnes handicapées

GENIE

LE COLLÈGE MILITAIRE ROYAL DU CANADA — Le departement de genie electrique et informatique recherche des candidats pour combler

Department of Biology • Département de biologie

The Biology Department seeks to recruit three tenure-track Assistant Professors who have demonstrated excellence in research and enthusiasm for teaching at both undergraduate and graduate levels. The Department has strengths in Cellular and Molecular Biology, Ecology, and Physiology, and inter-disciplinary initiatives in environmental genomics and ecotoxicology. We invite applications in any of these areas. We are particularly interested in applicants with expertise in cell biology, GIS and remote sensing, terrestrial plant ecology, microbiology, or neurophysiology. We are also seeking a replacement Professor on a renewable yearly contract basis to teach introductory- and intermediate-level courses in ecology or physiology. The University of Ottawa is North America's largest bilingual university; candidates able to teach in both English and French are especially encouraged to apply.

The Department has recently received major funding from the Canada Foundation for Innovation to establish a Centre for Advanced Research in Environmental Genomics; the successful applicants will be encouraged to participate in the activities of the Centre. We have excellent laboratory facilities for DNA sequencing, cDNA microarray analysis, and bioinformatics, as well as facilities for many types of environmental analyses. Numerous government research facilities and other universities in the region offer opportunities for collaborations in agriculture, environment, health, genomics and proteomics. The University's location in Canada's capital also offers abundant cultural activities and easy access to near-by natural areas.

Applications will be considered beginning on March 1, 2002 until the positions are filled.

Applicants should send a curriculum vitae, a description of future research, and the names of three individuals willing to furnish letters of reference to: Search Committee, Biology Department, University of Ottawa, 30 Marie Curie Street, Ottawa, Ontario K1N 6N5. For further information, contact sferry@science.uottawa.ca.

We invite women, aboriginal peoples, persons with disabilities and members of visible minorities to specify in their application that they belong to one of these groups targeted by our employment equity policy.

Le département de biologie cherche à combler trois postes permanents de professeur adjoint ayant démontré de l'excellence en recherche et de l'enthousiasme pour l'enseignement au premier cycle et aux cycles supérieurs. Les points forts du département incluent la biologie cellulaire et moléculaire, l'écologie et la physiologie; il possède aussi de bonnes forces interdisciplinaires en génomique environnementale et en écotoxicologie. Nous vous invitons à postuler dans n'importe quel de ces domaines, Nous sommes particulièrement interessés par les personnes ayant une expertise en biologie cellulaire, en SIG et télédétection, en écologie des plantes terrestres, en microbiologie ou en neurophysiologie. Nous sommes également à la recherche d'un professeur-remplaçant sur une base de contrat annuel renouvelable qui enseignera des cours d'introduction et de niveau intermédiaire en écologie ou en physiologie. L'Université d'Ottawa est la plus importante université bilingue en Amérique du Nord; nous encourageons fortement les personnes capables d'enseigner en français et en anglais à postuler.

Le département a récemment reçu une subvention importante de la Fondation canadienne pour l'innovation afin d'établir un Centre de recherches avancées en génomique environnementale; les personnes choisies pour ces postes seront encouragées à participer aux activités du Centre. Nous avons d'excellents laboratoires équipés pour le séquençage d'ADN, l'analyse de puces d'ADNc et la bio-informatique, ainsi que des installations pour plusieurs types d'analyses environnementales. De nombreux laboratoires de recherche gouvernementaux et d'autres universités de la région offrent des possibilités de collaboration dans les domaines de l'agriculture, de l'environnement, de la santé, de la génomique et de la protéomique. Située dans la capitale du Canada, l'université offre également une abondance d'activités culturelles et un accès facile aux sites naturels avoisinants.

Les candidatures seront evaluées à partir du 1er mars 2002, jusqu'à ce que les postes soient comblés.

Les personnes intéressées doivent faire parvenir un curriculum vitae, une description de leurs interêts futurs en recherche, ainsi que les noms et les coordonnées de trois personnes pouvant fournir des lettres de recommandation au Comité de sélection, Département de biologie, Université d'Ottawa, 30, rue Marie Curie, Ottawa (Ontario) K1N 6N5. Pour de plus amples renseignements, contactez sferry@science.uottawa.ca

Nous invitons les femmes, les autochtones, les personnes handicapées et les membres d'une minorité visible à préciser, dans leur demande d'emploi, leur appartenance à l'un de ces groupes vises par notre politique d'égalite d'accès à l'emploi.

www.uottawa.ca

Université d' University of Ottawa

deux postes de professeur adjoint conduisant à la permanence Les qualifications suivantes sont requises détenir un doctorat en génie électrique ou informatique, posséder une expérience acceptable de l'enseignement et un bon dossier de publications Pour un des postes, le département cherche à augmenter son expertise dans un des domaines suivants architecture des ordinateurs ou électronique numérique Pour l'autre poste, on recherche des candidats spécialisés en traitment numérique des signaux ou en communications Si on ne peut trouver de candidats acceptables possédant ces expertises, on pourra considérer les candidats spécialisés dans d'autres domaines du génie électrique ou informatique Le candidat retenu devrait être capable de développer et d'enseigner des cours au niveau du baccalauréat et des études avancees ainsi que de diriger un programme de recherche Ces deux postes sont bilingues Il faut egalement l'habilité de lire, comprendre et communiquer oralement dans les deux langues officielles avec un profil linguistique PPP/PPP La préférence sera accordée a la dotation de postes bilingues, mais cette liste d'admissibilité pourrait être établie, et les candidats admis au concours pourraient être evalués aux fins de la dotation de postes similaires dont les exigences linguistiques peuvent varier Pour obtenir d'autres renseignements au sujet de cette occasion d'emploi, les candidats sont priés de communiquer avec M Bernard Mongeau, chef du departement de génie électrique et informatique, au numéro (613) 541-6000, poste 6470, ou par courriel à l'adresse Internet suivante mongeau-b@rmc ca Pour plus d'information au sujet du département de génie électrique et informatique, consultez les pages web aux adresses suivantes: http://www.rmc.ca/academic/engineering/mcomp.html

GEOGRAPHY

THE UNIVERSITY OF GUELPH — The Department of Geography invites applications for a tenure track position in Geography at the Assistant Professor level specializing in International Development commencing July 1, 2002 The successful candidate will have expertise in environmental issues in developing countries, focusing on any aspect of human or physical geography A regional specialization and experience in applied research projects are preferred The candidate should have a strong commitment to excellence in teaching and will contribute to the undergraduate and graduate programs in both the Department of Geography and the multi-disciplinary Collaborative International Development Studies (CIDS) program A PhD in Geography or related discipline at the time of appointment and a demonstrated promise of excellence in research are expected An application, including statement of interest, curriculum vitae and the names of three referees, should be submitted in writing (no electronic applications will be accepted) no later than January 31, 2002 to Dr R G Kuhn, Chair, Department of Geography, College of Social and Applied Human Sciences, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. Information about the Department can be found at http://www.uoguelph.ca/geography. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority The position is subject to final budgetary approval The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women

THE UNIVERSITY OF TORONTO — The Department of Geography and Programme in Planning invites applications for two tenure-stream positions commencing July 1st, 2002 in the following areas:1) Assistant Professor in Human Geography We seek candidates with expertise in the theory and practice of environmental policy and management The Department, along with institutes and centres within the University, has both national and international interests in environmental management and policy analysis The successful candidate should have a PhD in geography or a closely related discipline, an established record of high quality scholarly research and publication, and a demonstrated commitment to teaching 2) Assistant Professor rank in Planning We seek candidates with expertise in urban planning with special interests in urban design The successful candidate will teach in the Graduate Planning Program with emphasis on the program specialization in Urban Design Candidates should have a PhD in Planning, Geography, a Design discipline or a closely related field on appointment and at least one degree in Planning Candidates should have research interests and professional experience in urban design and the ability to teach courses and studios in the practical aspects of urban design in the planning field Candidates should also demonstrate how they could contribute to the Department's undergraduate geography program Preference will be given to candidates who are eligible for membership in the Canadian Institute of Planners Additional information on the Department can be obtained through the World Wide Web at http://www.geog.utoronto.ca/ In accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be considered first for this position. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups and others who may contribute to further diversification of ideas Candidates should send their curriculum vitae, statements of teaching specializations and research interests, copies of selected reprints, as well as arrange to have letters from three referees forwarded by February 1, 2002 to: Professor Joseph Desloges, Chair, Department of Geography & Program in Planning, University of Toronto, 100 St George Street, 5th Floor, Sidney Smith Hall, Toronto, Ontario, Canada M5S 3G3 Please note that no email applications will be accepted

THE UNIVERSITY OF TORONTO — The Department of Geography and Program in Planning invites applications for a tenure-stream position at the Assistant Professor rank commencing July 1, 2002 Candidates should have research and teaching interests in economic and social processes in urban settings, including, for example, transportation, health, and communication and information technology Demonstrated expertise in quantitative analysis and GIS is desirable The successful candidate must have a PhD in geography or a related discipline, demonstrated potential for excellence in scholarly research and teaching The appointment is at the University of Toronto at Mississauga, which has an interdisciplinary commitment, a multicultural student body, and a modern and spacious campus The appointee will be expected to develop an externally funded research program and contribute to a diverse undergraduate and graduate education Additional information on the Department can be obtained through the World Wide Web at http://erato.utm.utoronto.ca/ and http://www.geog.utoronto.ca In accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be considered first for this position The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. Candidates should send their curriculum vitae, brief statements of teaching specializations and research interests, copies of selected reprints, as well as arrange to have letters from three referees forwarded by February 1, 2002 to: Professor Joseph Desloges, Chair, Department of Geography & Program in Planning, University of Toronto, 100 St George Street, 5th Floor, Sidney Smith Hall, Toronto, Ontario, Canada M5S 3G3 Please note that no email applications will be accepted

BRANDON UNIVERSITY — The Department of Geography invites applications for a tenure-track position at the rank of Assistant Professor in the area of Environmental and Resource Geography We seek an individual with a commitment to excellence in teaching and research The duties of the position will include, but are not limited to, teaching a first-year course in environmental and resource issues in addition to upper level courses in areas such as land use planning, global environmental change, environmental disasters, resource management, and sustainable development The candidate should also be prepared to supervise upper level students in practicum courses and undergraduate theses Further details about the Department can be found at http://www.brandonu.ca/Geography/ This position is subject to final budgetary approval Application deadline February 15th, 2002 or until position filled Date of Appointment August 1, 2002 Rank and salary Commensurate with qualifications Please send curriculum vitae with application, transcripts and the names of three references to Dr Janet S Wright, Dean of Science, Brandon University, Brandon, Manitoba R7A 6A9 All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority in accordance with Canadian Immigration Regulations, this advertisement is directed primarily to Canadian Citizens and permanent residents Both women and men are encouraged to apply

BRANDON UNIVERSITY — The Department of Geography invites applications for a continuing appointment at the Instructional Associate level, subject to budgetary approval. Applicants should have a Masters degree in Geography and expertise in computer cartography, GIS and remote sensing, or a Bachelors degree with postgraduate diploma or considerable experience with computer cartography, GIS and remote sensing Experience with Windows NT network administration would be an asset Primary duties of the Instructional Associate position in Geography include, but are not limited to assisting with the instructions of course laboratories in physical geography, computer cartography, and introductory GIS courses, maintenance and administration of geomatics laboratory hardware and software systems, preparation of cartographic material for faculty teaching, research and service, and procurement, organization and maintenance of the Map and Air Photo libraries Salary and rank will be commensurate with the candidate's qualifications Applications must include curriculum vitae, university or college transcripts, and three letters of reference Applications are due by March 1, 2002 and start date is August 1, 2002 and should be sent to Dr Janet S Wright, Dean of Science, Brandon University, 270-18th Street, Brandon, Manitoba R7A 6A9 All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority In accordance with Canadian Immigration Regulations, this advertisement is directed primarily to Canadian Citizens and permanent residents Both women and men are encouraged to apply

GEOLOGY

THE UNIVERSITY OF TORONTO — The Department of Geology is seeking to make a tenure-stream appointment on the downtown (St George) campus at the Assistant Professor level in the field of basin analysis and petroleum geology Specialists in all relevant fields will be considered but we have particular need for expertise in fluvial sedimentology, sedimentary diagenesis, seismic stratigraphy and numerical basin modeling Candidates must have a PhD degree at the time of appointment and a demonstrable potential for internationally recognized independent research that could complement or extend existing research programs described on our web site www.geology.utoronto.ca The successful candidate will have demonstrated expertise and a strong commitment to teaching at all levels Salary will be commensurate with the candidate's qualifications and experience The position is available from July 1, 2002. Applicants should send their curriculum vitae and short statements describing their teaching and research interests They should also arrange to have at least three letters of reference sent directly to: Chair, Basin Analysis and Petroleum Geology Search, Department of Geology, University of Toronto, 22 Russell Street, Room 1066, Toronto, Ontario, Canada M5S 3B1 All information must be received by January 15, 2002 Applications after this date may be considered if the position has not been filled The University of Toronto is strongly committed to diversity within its community The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may add to the diversity of ideas All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority

SAINT MARY'S UNIVERSITY — The Department of Geology invites applications for a tenure-track appointment at the assistant professor level in the field of sedimentary systems Applicants should be able to teach undergraduate courses in at least two of the following areas petroleum geology, sedimentology, geophysics and hydrogeology The successful candidate must possess a PhD and provide evidence of potential excellence in research and teaching Postdoctoral experience is desirable Once at Saint Mary's, the successful candidate will be expected to develop vigorous externally funded research programs Candidates of all nationalities are encouraged to apply, although, in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents Saint Mary's University encourages applications from women, aboriginal people, visible minorities and people with disabilities. For additional information about the University and the Department, please see our website at http://www.stmarys.ca The application should include the following curriculum vitae, copies of reprints, a letter describing research interests, and three letters of reference (sent directly by referees) Applications and letters of recommendation should be sent (by February 15, 2002) to Dr. J Gostal, Chair, Department of Geology, Saint Mary's University, Halifax, Nova Scotia B3H 3C3.

GERMAN

CONCORDIA UNIVERSITY — The Faculty of Arts and Science, has up to two limited-term appointments available in German. Please see our full-page display ad in this issue.

GESTION

L'UNIVERSITÉ McGILL — La faculte de gestion est à la recherche de candidats pour des postes de professeur agrégé/adjoint donnant acces à la permanence dans les domaines de la comptabilité, finance, gestion générale, gestion de l'informatique, sciences de la gestion(gestion des opérations), marketing, comportement organisationnel et politique générale des entreprises Les candidats possèdent une solide experience de la recherche ou ont le potentiel de s'y consacrer, ainsi qu'une bonne expérience de l'enseignement Les candidats au poste de professeur adjoint sont titulaires d'un doctorat ou en instance de le terminer dans l'année Salaire et échelon sont fonction des qualifications et de l'experience de recherche des candidats La faculte de gestion compte 65 professeurs à plein temps et offre des programmes de baccalauréat en commerce, de MBA et de PhD. Faites parvenir votre candidature, ainsi que trois(3) lettres de références et diplômes(copies) obtenus au Vice-doyen — affaires académiques, Faculté de gestion, 1001, rue Sherbrooke ouest, Montreal, Québec, H3A 1G5, avant le 31 janvier 2002 Conformément à la réglementation canadienne en matière d'immigration, ces offres d'emploi s'adressent aux citoyens canadiens et aux residents permanents L'Université McGill souscrit à l'equite en matière d'emploi

HISTORY

THE UNIVERSITY OF GUELPH invites applications for a contractually-limited position in the Modern European History and European Studies at the rank of Assistant Professor, effective 1 July 2002 or negotiable. Strong academic credentials and the ability to teach courses in the contemporary history of united Europe are essential The ability to teach in both History (60%) and European Studies (40%) is required, and a completed PhD is desirable. The History courses will consist of courses in modern Europe reflecting the appointee's special interests, the European Studies courses will consist of two courses in some combination of modern cultural history of Europe and/or the post-1945 history of united Europe. The appointee will be expected to contribute to undergraduate teaching at all levels The appointee will have developed university-wide strategic plan.

The candidate must have demonstrated the capacity for outstanding academic leadership, a dedication to an undergraduate liberal education and a commitment to the development of the whole person. He/she will have the academic profile to ensure credibility as Vice President, Academic and Research of Mount Allison. Candidates must have exceptional interpersonal and communication skills, as well as significant administrative skills

The Search Committee will begin reviewing applications in February and will continue until the position is filled. The successful candidate will be expected to take office on July 1, 2002 or as soon thereafter as possible. Mount Allison University has an employment equity programme and encouroges applications from all qualified women and men, including aboriginal peoples, persons with disabilities, and members of visible minorities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority Applications and nominations should be sent to the Landmark Consulting Group, 25 Main Street West, Suite 2225, Hamilton, Ontario, L8P 1H1 or to resumes@landmarkconsulting.org. Further information about Mount Allison is available at www.mta.ca

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FACULTY OF MUSIC
NEW ACADEMIC POSITIONS
IN MUSIC TECHNOLOGY

The Department of Theory, Faculty of Music, is planning on opening a number of positions in Music Technology over the next several years. Immediate applications are invited for a tenure- track position in Music Technology at the rank of Assistant or Associate Professor The Department is seeking researchers with a background in both music and computer science, who will contribute to the ongoing development and expansion of a PhD program in this field and also participate in the newly created Centre for Interdisciplinary Research in Music Media and Technology (CIRMMT). This centre is dedicated to innovative research in music technology and sound recording, with members drawn from the Faculties of Engineering, Medicine, and Science, as well as from the Faculty of Music .

Applicants should hold a PhD, but those close to completion are encouraged to apply. Preference will be given to applicants whose research specialization is in (a) computerized formalization of musical structure, (b) high-level musical control of sound synthesis, (c) constraint programming techniques in music, (d) application of artificial intelligence techniques to music, (e) software design for integrated musical environments, or (f) real-time algorithms for data processing and transmission.

An active research profile is required that will complement the existing research directions on audio analysis and synthesis, and interactive performance systems. Teaching duties will entail the teaching of undergraduate courses and graduate seminars, and the supervision of Master and Doctoral students in music technology.

Interested parties should submit a curriculum vitae, a statement of current research, and three letters of reference to:

Prof. Wieslaw Woszczyk
Chair, Department of Theory
Faculty of Music
McGill University
555 Sherbrooke Street West
Montreal, QC, H3A 1E3 Canada
email:wieslaw@music.mcgill.ca
Tel. (514) 398-4540
Fax (514) 398-1540

Deadline: **March 1st, 2002.**

For this position, salary is negotiable within the university salary structure depending on qualifications and experience.

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents McGill University is committed to equity in employment.

www.mcgill.ca

Mount Allison
UNIVERSITY
Founded 1839

Vice President, Academic and Research

Mount Allison University, founded in 1839, invites nominations and applications for the position of Vice President, Academic and Research. The committed and enthusiastic students, faculty, and staff are eager to work with an exceptional leader

Mount Allison has been ranked number one in the primarily undergraduate category by Macleon's for eleven consecutive years. The University has a tradition of academic excellence and leadership

Mount Allison is an undergraduate liberal education institution, primarily residential, located in Sackville, New Brunswick The University currently has 2,300 full-time students enrolled in undergraduate courses in Arts, Social Sciences, and Science. Degree programs include Arts, Science, Commerce, Fine Arts and Music. The University has a total of 125 full-time faculty and 265 staff The annual operating budget is approximately $38 Million

The Vice President, Academic and Research is the Chief Academic Officer of the University and reports to the President. The Vice President will work with the deans, faculty, staff and students in a collegial and collaborative manner The successful candidate will be expected to lead the implementation of the academic and student-life recommendations of the recently

demonstrated commitment to teaching and research excellence An interest in new teaching technologies is desirable This is a twelve-month appointment, with the possibility of renewal for one further year. The University of Guelph is a mid-sized, highly ranked comprehensive university located one hour's drive west of Toronto. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. This appointment is subject to final budgetary approval. Applicants should send current curriculum vitae, email address, statement of research and teaching interests, and samples of publications, and should arrange to have three letters of reference sent to Dr James G. Snell, Chair of Selection Committee, Department of History, University of Guelph, Guelph, ON, N1G 2W1 by 15 March 2002 (See: www.uoguelph.ca/history/ and www.uoguelph.ca/cartoon/sites/).

THE UNIVERSITY OF TORONTO — The Department of History and the Centre for Medieval Studies, invite applications for a tenure-track appointment at the rank of Assistant or Associate Professor in the field of Medieval History. The Department and the Centre are particularly interested in individuals whose specialty is Early Medieval History (with an emphasis on the Carolingian period) or the Economic and Social History of Northern Europe in the Later Middle Ages Applicants must have completed a PhD and demonstrate excellence in scholarly research, publication, and teaching The appointee will be responsible for teaching undergraduate and graduate courses in the field. Salary will be commensurate with experience Applications and curriculum vitae should be sent to Professor Ronald W Pruessen, Chair, Department of History, University of Toronto, 100 St George Street, Room 2074, Toronto, Ontario, Canada, M5S 3G3. Applications will close on February 15, 2002. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas

WILFRID LAURIER UNIVERSITY — The Department of History invites applications for a position at the Full-Professor level in the History of War and Society with a specialization in Africa The position will commence 1 July 2002, subject to budgetary approval. The successful candidate will be expected to teach courses and direct research at the undergraduate and particularly at the graduate level Candidates must show strength in teaching, research and publication Applicants should send their curriculum vitae, a statement of teaching and research interests and the names of three referees, to arrive no later than 22 February 2002, to Dr. George Urbaniak, Chair, Department of History, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. This appointment is subject to final budgetary approval. Applicants should send current curriculum vitae, email address, statement of research and teaching interests, and samples of publications, and should arrange to have three letters of reference sent to Dr James G. Snell, Chair of Selection Committee, Department of History, University of Guelph, Guelph, ON, N1G 2W1 by 15 March 2002 (See: www.uoguelph.ca/history/ and www.uoguelph.ca/cartoon/sites/).

WILFRID LAURIER UNIVERSITY — The Department of History invites applications for a position in 20th Century Canadian History at the Assistant Professor level. The position will commence 1 July 2002, subject to budgetary approval. The successful candidate will be expected to teach Canadian history in survey courses as well as in more specialized senior undergraduate and graduate courses and an introductory topics course in North American history The successful candidate will have a completed PhD and show strength in both teaching and research Please send a curriculum vitae, copies of recent publications, a statement of teaching and research interests, and arrange to have three letters of reference sent to Dr. George Urbaniak, Chair, Department of History, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5, to arrive no later than 22 February 2002. All qualified candidates are encouraged to apply, however Canadian citizens and permanent residents will be considered first for the position. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people

THE UNIVERSITY OF BRITISH COLUMBIA — The History Department invites applications for a tenure-track appointment at the level of Assistant Professor in the linked fields of International Relations and Southeast Asian history. The successful candidate would contribute to the department's interest in world/international history, and would be expected to teach required history courses for the International Relations Program. The appointee would also contribute to the department's interest in identity formation in the colonial and post-colonial world The successful candidate is expected to have the intellectual breadth and flexibility commensurate with such an appointment, and a research knowledge of a Southeast Asian language Applicants should have a completed PhD or doctoral degree, teaching experience, competence in the languages of their primary sources, and a commitment to scholarship reflected in published or forthcoming work Applicants should send a current c.v. and covering letter and arrange for three letters of reference, all to be sent to Professor Alexander Woodside, Chair, Search Committee in Southeast Asian History, History Department, University of British Columbia, Room 1297, 1873 East Mall, Vancouver, B.C. V6T 1Z1. Complete applications must be received by 1 March 2002. This position is subject to final budgetary approval The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority.

CONCORDIA UNIVERSITY — The Faculty of Arts and Science, has one limited-term appointment available in East Asian History Please see our full-page display ad in this issue.

CARLETON UNIVERSITY — Subject to budgetary approval, the School of Canadian Studies and the Department of History invite applications for a tenure-track joint appointment at the Assistant Professor level, effective July 1, 2002. The successful candidate will be a specialist in the history of twentieth-century Canada, with an interest in political history and whose work demonstrates scholarly promise plus a strong commitment to both undergraduate and graduate teaching Demonstrated strength in teaching large first-year courses, the capability of teaching Introduction to Canadian Studies and expertise in two of the following areas will be an asset: Regionalism, Cultural Identity, and Cultural Policy. The minimum qualification is a completed PhD Applications, with a curriculum vitae, graduate transcripts, teaching evaluations, evidence of published work, and the names, addresses, telephone numbers and e-mail addresses of three referees, should be sent to: E. Peter Fitzgerald, Chair, Department of History, Carleton University, 1125 Colonel By Drive, Ottawa, K1S 5B6, E-mail: peter_fitzgerald@carleton.ca At the time of application candidates should arrange to have referees forward supporting letters to the same address. The deadline for receipt of applications is March 1, 2002.

All qualified candidates are encouraged to apply The applications of Canadians and Permanent Residents will be given priority Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities Persons from these groups are encouraged to apply Candidates may learn more about the School of Canadian Studies and the Department of History by visiting their websites at www.carleton.ca/cdnstudies/ or www.carleton.ca/history

CARLETON UNIVERSITY — Subject to budgetary approval, the Department of History invites applications for a tenure-track appointment in African history at the Assistant Professor level, effective July 1, 2002. The successful candidate will teach a range of courses in the history of Africa from the pre-colonial to the post-colonial periods The Department is seeking candidates whose work demonstrates scholarly promise plus a strong commitment to undergraduate teaching An interest in Africa's historical participation in the Atlantic world and the African diaspora in the Americas would be an asset. The minimum qualification is a completed PhD Applications including a curriculum vitae, graduate transcripts, and a sample of written work should be sent to: E Peter Fitzgerald, Chair, Department of History, Carleton University, 1125 Colonel By Drive, Ottawa, ON, K1S 5B6, E-mail: peter_fitzgerald@carleton.ca Applicants should also arrange to have three referees familiar with their work forward letters of recommendation to the same address. The deadline for receipt of applications, letters of recommendation, and other supporting material is March 1, 2002. All qualified candidates are encouraged to apply. The applications of Canadians and Permanent Residents will be given priority Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities Persons from these groups are encouraged to apply. Candidates may learn more about the Department of History by visiting its website at www.carleton.ca/history/

CONCORDIA UNIVERSITY — The Faculty of Arts and Science, has one limited-term appointment available in Canadian History Please see our full-page display ad in this issue.

CARLETON UNIVERSITY — Subject to budgetary approval, the School of Canadian Studies and the Department of History invite applications for a tenure-track joint appointment at the Assistant Professor level, effective July 1, 2002. The successful candidate will be a specialist in the history of twentieth-century Canada, with an interest in political history and whose work demonstrates scholarly promise plus a strong commitment to both undergraduate and graduate teaching Demonstrated strength in teaching large first-year courses, the capability of teaching Introduction to Canadian Studies and expertise in two of the following areas will be an asset: Regionalism, Cultural Identity, and Cultural Policy. The minimum qualification is a completed PhD Applications, with a curriculum vitae, graduate transcripts, teaching evaluations, evidence of published work, and the names, addresses, telephone numbers and e-mail addresses of three referees, should be sent to: E. Peter Fitzgerald, Chair, Department of History, Carleton University, 1125 Colonel By Drive, Ottawa, K1S 5B6, E-mail: peter_fitzgerald@carleton.ca At the time of application candidates should arrange to have referees forward supporting letters to the same address. The deadline for receipt of applications is March 1, 2002.

HISTORY & CLASSICS

ACADIA UNIVERSITY — The Department of History & Classics invites applications for a tenure track position (position # 10202) at the Assistant Professor level effective 1 July 2002. Candidates should have a completed PhD by the appointment date, an established research programme that has led to publications, and a record of innovative and successful teaching They should be qualified to teach a variety of classical civilization courses with a concentration in literature and history, and also to teach Greek and Latin in accordance with the needs of the Department's Classics programme Applicants should submit a letter of application, a curriculum vitae and arrange for three letters of recommendation to be sent to: Dr. Barry Moody, Head, Department of History & Classics, Acadia University, Wolfville, NS B0P 1X0 Fax: 902-585-1070. E-mail: barry.moody@acadiau.ca. Closing date for applications is 15 February 2002. Acadia has recently adopted the Acadia Advantage initiative, which incorporates computer technology into the learning process Faculty members are expected to explore the use of information technology in teaching and exploit its application when they find it enhances the learning environment. The University is committed to supporting these endeavours In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Acadia University is an Equal Opportunity Employer While budgetary approval has been granted for this position, Acadia University reserves the right not to fill this position or to fill positions at a level different from the advertised level or term.

HISTORY & PHILOSOPHY OF SCIENCE

CONCORDIA UNIVERSITY — The Faculty of Arts and Science, has one limited-term appointment for a candidate specializing in the History and Philosophy of Science Please see our full-page display ad in this issue

HISTORY IN ART

THE UNIVERSITY OF VICTORIA — The Department of History in Art invites applications from Art Historians specializing in two of the following: Late Medieval, Renaissance, Early Modern, for a one-year appointment (with the possibility of renewal) commencing July 1, 2002 The ideal candidate would have a PhD, but those near completion may also be considered The successful candidate is expected to have a strong record of teaching and research. The position involves a full teaching load of courses at the undergraduate level. This may include responsibility for the department's first-year introductory course. The position also requires departmental administrative duties and responsibilities. Applications, including curriculum vitae, should be sent before January 31, 2002 to Dr Luanne McLarty, Chair, Department of History in Art, University of Victoria, P.O. Box 1700, Victoria, B C V8W 2Y2 Applicants should also arrange for three letters of reference to be sent to the above address by the same date The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal persons. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents Others are encouraged to apply but are not eligible for appointment until a Canadian search is complete and no appointments made More information about the Department of History in Art can be found at http://www.finearts.uvic.ca/history/art/

INFORMATION SCIENCE & TECHNOLOGY

THE UNIVERSITY OF ALBERTA — The Department of Mathematical and Statistical Sciences and Department of Computing Science Candidates are invited to apply for a tenured iCORE Chair in information science and technology, with research areas in (i) terabyte database systems, including data mining, data fusion and very large real-time multimedia databases and libraries, or (ii) scalable high performance computing and computational science, including the modeling and simulation of complex systems. This is a joint position between the Department of Mathematical and Statistical Sciences and Department of Computing Science It is supported by the Alberta Informatics Circle of Research Excellence (iCORE) and is subject to approval. An iCORE Chair is awarded for a world-class leader in information research. An iCORE Senior Research Fellow award supports a researcher with outstanding potential iCORE support for a position may range from $200,000 to over $1,000,000 per year for periods of two to five years, depending on the proposed research program and budget. An initial selection process is seeking applications that should include a curriculum vitae (including a list of publications and funding records) and a cover letter containing an overview of the proposed research area, plan and goals, and a description of intended governmental or industrial collaboration The closing date for initial applications is February 25, 2002 or until a suitable candidate is found Early applications are encouraged Reference letters will be solicited after an applicant has passed the initial selection process. The application materials should be mailed to: Anthony To-Ming Lau, Chair, Department of Mathematical and Statistical Sciences, University of Alberta, Edmonton, Alberta, T6G 2G1, Canada For more information please visit the websites www.math.ualberta.ca, www.cs.ualberta.ca, and www.icore.ca. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP) The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons

INFORMATION SYSTEMS

THE UNIVERSITY OF WATERLOO — The Department of Management Sciences in the Faculty of Engineering invites applications from outstanding individuals for two tenure track appointments at the Assistant or Associate Professor level in Information Systems, commencing between May 1, 2002 and September 1, 2002 For the first appointment, we are seeking an individual with a PhD who is capable of teaching, research and graduate student supervision in the area of technical information systems — in particular, database management and systems analysis and design. For the second appointment, we are seeking an individual with a PhD in the area of behavioural information systems. In both cases, the applicant's research interests should be compatible with those of the present faculty, which range from behavioural and technical information systems, to applied operations research to management of technology Applicants can learn more about faculty interests at: http://www.mansci.uwaterloo.ca/faculty.html, and about the Department at http://www.mansci.uwaterloo.ca/ The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority This appointment is subject to the availability of funds. Salary will be competitive and commensurate with qualifications and experience. Please send a detailed curriculum vitae and the names of three references to Professor Elizabeth Jewkes, Chair, Department of Management Sciences, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1 (e-mail: emjewkes@uwaterloo.ca, fax: 519-746-7252)

INFORMATION TECNNOLOGY

ALGOMA UNIVERSITY COLLEGE (AUC), an affiliate of Laurentian University invites applications for a tenure track appointment at the Assistant or Associate Professor level in the department of Computer Science. Salary is commensurate with qualifications and experience The position requires a minimum of a M.Sc. in Information Technology, Computer Science or the equivalent. Expertise in information technology or computer game development would be an asset. Algoma University College offers over 25 undergraduate degree programmes in a small personal environment committed to high quality undergraduate liberal arts and science university degree programs. In accordance with Canadian employment and immigration regulations, this advertisement is directed first to Canadian citizens and permanent residents Algoma University College welcomes applications from all qualified individuals, including women, members of visible minorities, aboriginal persons, and persons with disabilities. Applications will be considered until this position is filled. Applications, including a Curriculum Vitae, and the names and email addresses of three referees, should be directed to: Dr. Jong You, Academic Dean, Algoma University College, 1520 Queen Street East, Sault Ste Marie, ON P6A 2G4

INTERDISCIPLINARY STUDIES

THE UNIVERSITY OF REGINA (Luther College) — Applications are invited for a tenure-track position in Interdisciplinary Studies at Luther College, a federated college of the University of Regina. Applications will be considered from the humanities, social sciences, fine arts, sciences or an interdisciplinary program, with the successful applicant having a doctorate completed or near completion The successful applicant will be responsible for the academic direction, administration and development of the College's Interdisciplinary "Honzons" Program, as well as courses offerings in the applicant's own area of interest While prior involvement in interdisciplinary endeavours is desirable, others candidates with a genuine interest in and creative approach to interdisciplinary studies will be given due consideration Candidates should possess a demonstrated ability in undergraduate teaching, potential for research and a real interest in the smaller context of a Christian, liberal arts College A copy of the College's educational goals is available upon request and further information about the College and its Interdisciplinary "Honzons" Program can be obtained at http://www.luthercollege.edu. Information about the University of Regina's faculties of Arts, Fine Arts and Science can be found at http://www.uregina.ca Responsibilities include teaching, coordination, administration and development of a team-taught program; research, academic counselling and committee work Starting date 1 July 1, 2002 or as soon as possible thereafter Applications, including a curriculum vitae outlining disciplinary interests, teaching experience, professional qualifications, a list of publications and three letters of reference should be sent to Dr. Bryan Hillis, Academic Dean, Luther College, University of Regina, Regina, SK S4S 0A2. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority Luther College is committed to employment equity and encourages applications from all qualified candidates including women, aboriginal people, visible minorities and people with disabilities Deadline for applications is February 28, 2002 or when the position is filled

JOURNALISM

CONCORDIA UNIVERSITY — The Faculty of Arts and Science, has up to two limited-term appointments available, one in Computer-Assisted Journalism and one in Broadcast Journalism Please see our full-page display ad in this issue

KINESIOLOGY

THE UNIVERSITY OF SASKATCHEWAN — The College of Kinesiology has a full time faculty complement of 20 and offers a four-year Bachelor of Science degree in Kinesiology (B Sc. (Kin.)) as well as a graduate program at the MSc and PhD levels. Current enrolment consists of approximately 430 undergraduate students and 30 graduate students. For details see www.usask.ca/kinesiology Applications are invited for a tenure track appointment at the Assistant or Associate Professor level in physical activity and health Salary range $45,156 to $77,820 per annum Candidates must have a PhD and a demonstrated commitment to the teacher-scholar model Post-doctoral training is an asset. Preference will be given to candidates with expertise in physical activity and health in one or more of the following areas: epidemiology, exercise physiology, biomechanics, motor learning/control, growth and development Duties include the development of a strong research program in physical activity and health The ability to work with an interdisciplinary team on research involving the integration of physiological and psychosocial factors as they relate to physical activity, physical fitness and health is a definite asset In addition, the successful candidate will be expected to supervise graduate students and to be competent in teaching at both the undergraduate and graduate level. Interested applicants should submit a letter of application outlining their research and scholarship interests and their teaching competencies, along with a curriculum vitae and 3 academic references to Dr Mark Tremblay Dean, College of Kinesiology, University of Saskatchewan, 105 Gymnasium Place, Saskatoon, SK S7N 5C2 Phone (306) 966-6465, Fax (306) 966-6464, email: mark.tremblay@usask.ca Closing date for receipt of applications is March 4, 2002 The University of Saskatchewan is committed to Employment Equity Members of designated groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority

LANGUAGE ARTS & LITERACY EDUCATION

THE UNIVERSITY OF MANITOBA — The Department of Curriculum, Teaching and Learning invites applications for one full-time tenure track position in the area of English language arts and literacy education across the curriculum with emphasis at the senior years (9–12) level The position is subject to final budgetary approval, at the Assistant Professor level, effective July 1, 2002 Applicants must have a completed doctorate by the start date of the appointment, successful related teaching experience, and potential for research and publication. The capacity to teach in an additional curriculum or cognate area would be an asset Salary is dependent on qualifications and experience Responsibilities may include 1) teaching undergraduate and graduate courses, 2) supervising undergraduate practica, advising graduate students, and serving on graduate student committees, 3) working collaboratively as a member of a program team, 4) conducting and publishing research, and 5) participating in the faculty's service activities, including involvement within the university and larger community (e.g., school system, department of education, and professional language arts education organizations) The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority Further information concerning the department, university or city can be obtained by visiting the following websites: www.umanitoba.ca or www.cnywinnipeg.mb.ca/city Letters of application, complete with curriculum vitae, transcripts, and the names of three referees should be forwarded to Dr Francine Morin, Acting Head, Department of Curriculum, Teaching and Learning, Room 261 Faculty of Education, University of Manitoba, Winnipeg, MB R3T 2N2, Telephone (204) 474-9054, Fax (204) 474-7550; Email: fmorin@cc.umanitoba.ca The closing date for applications is February 28, 2002

LANGUAGES & LITERATURES

WILFRID LAURIER UNIVERSITY — The Department of Languages and Literatures invites applications for a full-time tenure track position at the rank of Assistant Professor, effective July 1, 2002, subject to budgetary approval. A PhD in Italian Studies is required with specialization in the areas of Contemporary Italian culture in Italy and Canada, with emphasis on migration studies. Native knowledge of the Italian language and excellent knowledge of Italian culture, as well as extensive experience in teaching Italian language and culture using Information Technology, will be an asset. Applications, with a CV, Teaching Dossier and three letters of reference, should be sent by February 28th, 2002 to: Dr. Ira Ashcroft, Chair, Department of Languages & Literatures, 75 University Avenue, West, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5 All qualified candidates are encouraged to apply; however, Canadian Citizens & permanent Residents of Canada will be considered first for the position. Wilfrid Laurier University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people

WILFRID LAURIER UNIVERSITY — The Department of Languages and Literatures invites applications for a full-time tenure track position in Spanish, at the rank of Assistant Professor, effective July 1, 2002, subject to budgetary approval Candidates should have a PhD and a

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UBC

THE UNIVERSITY OF BRITISH COLUMBIA

CURRICULUM STUDIES AND EDUCATIONAL TECHNOLOGY

The Faculty of Education at the University of British Columbia invites applications for a grant tenure-track or tenure-track Assistant or Associate Professor positions in Curriculum Studies and Educational Technology. The candidate should have expertise and experience in:

1) one or more curriculum areas (art, business, drama, home economics, language and literacy,
mathematics, modern languages, music, physical education, science, social studies, and technology studies),
2) developing and delivering web-based distance education courses and digital based multi-media tools, and
3) one or more of the following: teacher education, curriculum integration, and/or cultural studies.

UBC's Faculty of Education is the largest in the province with more than 140 faculty members and 1400 graduate students. For details of our structure, refer to our web site http://www.educ.ubc.ca/index.html. The Faculty is known for its innovative teaching and research. For example, the Faculty recently took steps to ensure that Educational Technology is taught throughout the teacher certification program and has developed several graduate
programs that have Educational Technology as their central focus. Over all, the Faculty is a collaborative and multi-disciplinary environment in which technology-enhanced instruction is strongly encouraged in all courses and programs.

Responsibilities will include teaching and designing online and on-campus courses at the undergraduate and graduate levels, supervising graduate students and student teachers, developing and maintaining relationships within the profession, and maintaining an active program of research and publication. Ideally, the successful applicant would provide leadership to the Faculty in Educational Technology and Curriculum Studies. Candidates should have a doctoral degree, a record of research and publication, a well-defined research program, and relevant teaching experience in elementary or secondary schools. Salary will be dependent upon the successful candidate's qualifications and experience. In order to address under representation of members of designated equity groups among senior faculty, we may consider making an appointment at a higher rank for a woman, visible minority, disabled, or aboriginal applicant with exceptional qualifications. For immigration purposes, all qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The position is dependent upon budgetary approval and appointment will become effective July 1, 2002. The closing date for applications is **March 31, 2002.**

A letter of application, curriculum vitae, the names, addresses, and phone/fax numbers of three referees, a statement of research interests, and one or more published papers should be sent to:

Dr. Robert J. Tierney, Dean
Faculty of Education
The University of British Columbia
2125 Main Mall,
Vancouver, B.C., V6T 1Z4

Concordia University's Faculty of Arts and Science

A Brilliant Choice

Our Faculty of Arts and Science is continuing to rebuild its professorial ranks at an unprecedented level. We have hired more than 100 tenure-track professors in the last four years and plan to hire another 100 tenure-track professors in the next three to four years, including up to 35 this year. As a transitional measure, we are also looking to hire a number of lecturers and assistant professors to join our dynamic Faculty for full-time, limited-term appointments for the 2002-2003 academic year.

APPLIED HUMAN SCIENCES

Our Department of Applied Human Sciences invites applications for up to two limited term appointments, one in the field of Human Relations and the other in the field of Therapeutic Recreation. For the position in Human Relations, applicants will be expected to teach courses chosen from lifespan growth and development, respecting diversity in human relations, sexuality in human relations, and interpersonal communication and relationships. For the position in Therapeutic Recreation, applicants will be expected to teach courses chosen from cognitive disabilities and illness, physical disabilities, introduction to Therapeutic Recreation, Therapeutic Recreation programming, and leisure assessment and counseling. Applicants for both positions should have a doctorate in a relevant social science discipline. For the Human Relations position, advanced professional training in human relations and group process intervention is desirable.
Dr. Raudy Swedburg,
Chair, Department of Applied Human Sciences
swed@vax2.concordia.ca

CHEMISTRY AND BIOCHEMISTRY

Our Department of Chemistry and Biochemistry invites applications for one limited-term appointment to teach general chemistry and/or higher level courses in their primary area of expertise. Applicants should have a PhD and a strong commitment to undergraduate education. The individual will be expected to participate in undergraduate laboratory supervision and may also be called upon to take part in curriculum development.
Dr. Marcus Lawrence,
Chair, Department of Chemistry and Biochemistry
lawrence@vax2.concordia.ca

COMMUNICATION STUDIES

Our Department of Communication Studies invites applications for up to four limited-term appointments. Depending upon Departmental needs, we anticipate hiring in one or more of the following three areas: Media Production (Video or Multimedia); Political Economy, Communication and Culture; and Communication Theory, Rhetoric and Cultural Studies. Applicants must hold a terminal degree (PhD or MFA) in Communication Studies or in a cognate field. Related teaching experience is essential. The successful candidates will be expected to teach at the BA, Graduate Diploma, and MA levels.
Dr. Martin Allor,
Chair, Department of Communication Studies,
allor@vax2.concordia.ca

COMMUNITY AND PUBLIC AFFAIRS

Our School of Community and Public Affairs invites applications for one limited-term appointment to teach courses at the undergraduate and graduate levels on public policy and community intervention. Applicants should hold a completed or nearly completed PhD and must be able to link public policy debates and issues to community intervention, within a multidisciplinary framework. Prior teaching experience and the ability to teach in French are definite assets. The School offers a multidisciplinary Major in Community, Public Affairs and Policy Studies and a Graduate Diploma in Community Economic Development.
Dr. Daniel Salée
Principal, School of Community and Public Affairs,
salee@vax2.concordia.ca

ECONOMICS

Our Department of Economics invites applications for up to three limited term appointments to teach at the undergraduate level in several of the following fields: Introductory and Intermediate Theory; Statistics; Industrial Organization; International Finance; Mathematical Economics; and Environmental Economics. Applicants should have a completed or nearly completed PhD.
Dr. William A. Sims,
Chair, Department of Economics
simsws@vax2.concordia.ca

EDUCATION

Our Department of Education invites applications for up to three limited-term appointments, one in each of the following three areas: Early Childhood and Elementary Education (ECEE), Educational Studies (ESTU), and Teaching English as a Second Language (TESL). For the ECEE position, applicants must have expertise in early childhood and elementary education, particularly in language arts and science, along with a teaching certificate and prior classroom experience. For the ESTU position, the candidate will be expected to teach graduate and undergraduate courses dealing with current issues in education, comparative education, and the philosophy and history of education. Applicants for the ECEE and ESTU positions should hold a completed or nearly completed PhD. For the TESL position, applicants should be methodologists in English-second-language teaching. Responsibilities will include the supervision of student teachers and the teaching of undergraduate courses in the field of classroom methodology. Applicants must be bilingual, possess at least an MA degree in TESL, and have demonstrated experience in the field.
Prof. Ellen Jacobs,
Chair, Department of Education
jacobs@vax2.concordia.ca

ENGLISH

Our Department of English invites applications for one limited-term appointment in Twentieth Century Literature, with an emphasis on modern and contemporary British and American literature. The successful candidate will teach at the graduate and undergraduate levels. Applicants must have a completed or nearly completed PhD. Prior teaching experience is an asset.
Prof. Terence Byrnes,
Chair, Department of English
byrnes@alcor.concordia.ca

ETUDES FRANÇAISES

Le département d'Études françaises sollicite des candidatures à trois postes éventuels, à durée déterminée. Les qualifications recherchées sont, selon le poste, un diplôme de deuxième ou de troisième cycles, une expérience diversifiée de l'enseignement, l'aptitude au travail d'équipe et une connaissance du milieu. Les candidat-e-s retenu-e-s enseigneront au premier cycle, travailleront en équipe et participeront ponctuellement à l'administration des programmes. Deux postes au rang de chargé-e d'enseignement ou de professeur-e adjoint-e en enseignement du français langue seconde, l'un orienté vers la didactique et le multimédia, l'autre orienté vers la phonétique, la phonologie prosodique et le multimédia. Un poste de même rang en traduction est ouvert à toute personne apte à enseigner la traduction générale, connaissant bien la TAD, et au fait des industries de la langue.
Madame Lucie Lequin,
Directrice de département d'Études françaises
lequin@vax2.concordia.ca

EXERCISE SCIENCE

Our Department of Exercise Science invites applications for one limited-term appointment in the areas of Issues in Personal and Community Health, and Fundamentals of Health and Physical Activity. Applicants must have a relevant degree (preferably a PhD) as well as prior teaching experience at the University level.
Dr. William R. Sellers
Chair, Department of Exercise Science
bsell@vax2.concordia.ca

GERMAN

Our Department of Classics, Modern Languages and Linguistics invites applications for up to two limited-term appointments from any of the following areas: German literature since 1950, the history of the German theater, and German literature of the 18th and 19th Centuries. Teaching responsibilities are also likely to include the German language at all undergraduate levels. Applicants must hold a PhD and be fluent in English and German. A background in German linguistics and the history of the German language is an asset.
Dr. Catherine Vallejo
Chair, Department of Classics, Modern Languages and Linguistics
vallejo@alcor.concordia.ca

HISTORY

Our Department of History invites applications for one limited-term appointment in East Asian history. The successful candidate will be primarily involved in teaching undergraduate courses on the history of China and Japan. Other teaching responsibilities may include courses on the History of the Non-Western World and on the History of the World in the Twentieth Century. Applicants must hold a PhD; prior teaching experience at the undergraduate level is an asset.
Dr. Ronald Rudin
Chair, Department of History
rudin@vax2.concordia.ca

HISTORY AND PHILOSOPHY OF SCIENCE

The Faculty of Arts and Science invites applications for one limited-term appointment in the History and Philosophy of Science. The successful candidate will be required to design and teach courses in the History and Philosophy of Science to undergraduates with varying degrees of scientific knowledge, ranging from very little to a fair amount. Applicants should hold a PhD in the area of History and Philosophy of Science, have some publications, and some experience with class lecturing and seminar-style teaching. This position is being shared by our Department of Philosophy, our Science College and our Liberal Arts College.
Dr. Martin Singer
Dean, Faculty of Arts and Science
martin.singer@concordia.ca

JOURNALISM

Our Department of Journalism invites applications for up to two limited-term appointments, one in Computer-Assisted Journalism and one in Broadcast Journalism. Applicants for the position in Computer-Assisted Journalism should have prior teaching experience and the ability to teach web-site design, desk-top publishing and on-line magazine publishing, as well as computer-assisted reporting. Applicants for the Broadcast Journalism position should have professional experience in both radio and television journalism and will be expected to teach workshops in introductory and advanced radio and television production, as well as a course in the history of broadcasting. Applicants for both positions should have a relevant graduate degree and at least five years of work experience as a professional journalist.
Dr. Enn Raudsepp
Director, Department of Journalism
raudhen@vax2.concordia.ca

LIBERAL ARTS

Our Liberal Arts College invites applications for up to two limited-term appointments from candidates capable of teaching seminars in Western Civilization and Culture in the College's multi-disciplinary Great Books core curriculum. The ideal candidates, rooted in a specific discipline, must be able to teach Great Books in the areas of history, philosophy, literature, religion, political theory, art history and music. Candidates should have a completed PhD and some prior teaching experience.
Prof. Harvey Shulman
Principal, Liberal Arts College
shulhar@vax2.concordia.ca

MATHEMATICS AND STATISTICS

Our Department of Mathematics and Statistics invites applications for up to three limited-term appointments for candidates able to teach courses in areas that include: Analysis, Numerical Analysis, Optimization, Probability and Statistics, and Engineering Mathematics. Applicants must have a PhD and evidence of excellence in teaching ability.
Dr. Hershy Kisilevsky,
Chair, Department of Mathematics and Statistics
kisilev@discrete.concordia.ca

PHILOSOPHY

Our Department of Philosophy invites applications for up to two limited-term appointments, one in the area of philosophy of mind (with teaching responsibilities to include philosophy of mind, introduction to philosophy of language, and metaphysics), and a second in the area of Ethics (with teaching responsibilities to include courses in ethics and applied ethics). Applicants for both positions must have a completed or nearly completed PhD, as well as prior teaching experience.
Dr. Andrew Wayne,
Chair, Department of Philosophy
awayne@alcor.concordia.ca

POLITICAL SCIENCE

Our Department of Political Science invites applications for up to five limited-term appointments to teach introductory Political Science courses, including Introduction to International Relations, Introduction to Canadian Government and Politics, and Introduction to Political Theory. In addition, senior undergraduate courses which might be available are Latin American Politics, American Foreign Policy and U.S. Politics. Applicants must hold a PhD; good teaching and research experience is an asset.
Dr. Reeta C. Tremblay,
Chair, Department of Political Science
reetact@vax2.concordia.ca

PSYCHOLOGY

Our Department of Psychology invites applications for up to four limited-term appointments. Applicants should possess a PhD or equivalent and must be prepared to teach undergraduate courses in one or more of the following areas: motivation, perception, historical, introductory psychology, statistics and social psychology. Although these appointments are primarily teaching positions, there are opportunities for research collaboration with the department's 34 tenure-track faculty. The Department houses two major research centres: the Centre for Research in Human Development and the Centre for Studies in Behavioural Neurobiology.
Dr. June Chaikelson,
Chair, Department of Psychology
chaikel@vax2.concordia.ca

RELIGION

Our Department of Religion invites applications for up to three limited-term appointments, one each in the areas of Judaic Studies, Hindu Studies and East Asian Religions. The position in East Asian Religions is a five-month term, starting on January 1, 2003. Applicants for the position in Judaic Studies should hold a PhD in Judaic Studies or Religion and have expertise in the history of Judaism. The ability to teach in the areas of Christianity, and women and religion, is highly desirable. Applicants for the Hindu Studies position should hold a PhD and have expertise in both the religious and philosophical aspects of the Hindu tradition, and familiarity with Hinduism throughout the whole range of its historical development. Candidates for the East Asian Religions position should have a solid background in the study of the major traditions of China and Japan, including Buddhism, and be prepared to teach both the religious/ritual and philosophical aspects of these traditions, as well as women in East Asian traditions. Relevant language proficiency is required for each of these positions, as is prior teaching experience.
Dr. Leslie Orr
Chair, Department of Religion
orr@vax2.concordia.ca

SOCIOLOGY

Our Department of Sociology and Anthropology invites applications for up to three limited-term appointments to teach in Sociology. We are particularly interested in candidates with teaching and research strengths in one or more of the following areas: social justice and moral regulation, political sociology, economic sociology, and social movements. Preference will be given to candidates with expertise in comparitive and historical perspectives, advanced methodology and/or general theory. A PhD is preferred; knowledge of French is an asset.
Dr. Anthony Synnott,
Chair, Department of Sociology and Anthropology
synnott@vax2.concordia.ca

SPANISH

Our Department of Classics, Modern Languages and Linguistics invites applications for up to two limited-term appointments in Spanish, one in the area of 19th and 20th Century Spanish peninsular literature, and one in the field of translation (English-Spanish-English). Teaching responsibilities are also likely to include the Spanish language at all undergraduate levels, as well as Spanish culture and/or panorama of literature. Applicants must have a PhD in the field, excellence in teaching, and native or near-native fluency in Spanish and English.
Dr. Catherine Vallejo
Chair, Department of Classics, Modern Languages and Linguistics
vallejo@alcor.concordia.ca

THEOLOGICAL STUDIES

Our Department of Theological Studies invites applications for one limited-term appointment in Biblical Studies, with a specialization in the Old Testament. The successful candidate will teach at both the undergraduate and graduate levels. Applicants must have a completed or very nearly completed PhD. Successful teaching experience is highly desirable, as are scholarly publications.
Dr. Pamela Bright
Chair, Department of Theological Studies
brightp@alcor.concordia.ca

The above positions are all full-time, limited-term appointments, beginning August 15, 2002 and ending May 31, 2003, unless otherwise noted. Hiring is subject to budgetary approval. These positions are normally at the rank of Lecturer or Assistant Professor. Candidates will be expected to teach three courses per semester. Applications should consist of a letter of intent, a curriculum vitae, a list of publications, a statement of teaching and research interests and three letters of reference. Please forward all applications to the Department contact listed beneath the appropriate position. Review of applications will begin on March 1, 2002 and continue until the positions are filled.

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

Please direct all general inquiries about the Faculty to Dr. Martin Singer, Dean of the Faculty of Arts and Science. Telephone (514) 848-2081; e-mail: martin.singer@concordia.ca

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specialization in Peninsular literature and translation, have experience in teaching language courses at all levels using Information Technology, and be able to teach Spanish business courses and translation. Applications, with a CV, a Teaching Dossier and three letters of reference, should be sent by February 28th, 2002 to: Wilfrid Laurier University, Dr. Ira Ashcroft, Chair, Department of Languages and Literatures, 75 University Avenue, Waterloo, Ontario, N2L 3C5 All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents, of Canada will be considered first for the position. Wilfrid Laurier University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people

LIBERAL ARTS

CONCORDIA UNIVERSITY — The Faculty of Arts of Science, has up to two limited-term appointments available in its Liberal Arts College. Please see our full-page display ad in this issue

LINGUISTICS

THE UNIVERSITY OF ALBERTA — The Faculty of Arts invites applications and nominations for the position of Chair of the Department of Linguistics. This tenured appointment will be made at the rank of senior Associate or full Professor, and will normally be for a five-year term, effective on or after July 1, 2002. The floor of the 2001-02 salary scale for the rank of Professor is $70,183. Applicants should have a distinguished record of scholarship and professional achievement in experimental or theoretical linguistics. Full consideration will be given to all candidates with specializations compatible with, or complementary to, any of the continuing research strengths of the department. The successful candidate will also possess strong teaching, administrative and leadership abilities. The Department of Linguistics has been recognized as one of the University's emerging areas of research excellence. Extensive collaboration exists among researchers pursuing experimentation, fieldwork, and linguistic theory, as well as collaboration with allied fields in the cognitive science domain. Department members are engaged in ongoing research, much of it grant-funded, in experimental phonetics, phonology, syntax and semantics; fieldwork in aboriginal languages; language acquisition; and psycholinguistic study of the mental lexicon. The Department offers both graduate (PhD and MSc) and undergraduate degrees, and values its reputation for excellence in teaching and graduate training. The Faculty of Arts is one of Canada's largest and most successful liberal arts teaching and research centres, with leading graduate programs in many areas. The Faculty is completing an extensive period of renewal and is committed to ensuring that its many new and projected hires reinforce the Faculty's lively and productive intellectual environment. To learn more about the Department of Linguistics and the Faculty of Arts, please visit our websites at www.arts.ualberta.ca/~linguist and www.humanities.ualberta.ca/arts. As part of the application, candidates should submit a current curriculum vitae, a brief outline of teaching and research interests, and should arrange for three letters of recommendation to be sent confidentially to: Linguistics Chair Selection Committee, Faculty of Arts, University of Alberta, Edmonton, AB, Canada T6G 2E5. Applications are encouraged from Canadians, Permanent Residents of Canada and non-Canadians and will be considered beginning January 31, 2002. The competition will remain open until a candidate is selected. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons

CARLETON UNIVERSITY — The School of Linguistics and Applied Language Studies invites applications for a tenure-track position in theoretical linguistics at the rank of Assistant Professor, to start August 1, 2002. Appointees may be asked to teach courses at the undergraduate level in any area of general linguistics offered by the School. Appointees may be considered for a cross appointment in Cognitive Science, where they may also supervise students at the PhD level in their area of specialization. A PhD in linguistics and evidence of strong potential in teaching and research are required. All qualified candidates are encouraged to apply. The applications of Canadian citizens and permanent residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. This position is subject to budgetary approval. Applications should be submitted to Professor Ian Pringle, Director, School of Linguistics and Applied Language Studies, Carleton University, Ottawa, Ontario K1S 5B6. Letters of application should be accompanied by a curriculum vitae and names and addresses of three referees, and a concise dossier that includes two samples of scholarly work and written evidence of teaching effectiveness (a teaching portfolio would be preferred). The deadline for applications is March 1, 2002, or when filled

MANAGEMENT

McGILL UNIVERSITY — Faculty of Management: Applications are invited for anticipated tenure-stream appointments in the areas of Accounting, Finance, General Management, Information Systems, Management Science/Operations Management), Marketing, Organizational Behaviour, and Strategy and Organization. Salary and rank are commensurate with the candidate's qualifications and research record. The Faculty of Management has over 65 full-time faculty and offers B.Com., MBA, and PhD degrees. Please send your Curriculum Vitae along with three (3) copies of letters of reference and copies of diplomas to the Associate Dean — Academic, Faculty of Management, 1001 Sherbrooke Street West, Montreal, Quebec, H3A 1G5. Closing date to receive applications is January 31, 2002. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

MANAGEMENT OF TECHNOLOGY

THE UNIVERSITY OF WATERLOO — The Department of Management Sciences in the Faculty of Engineering invites applications from outstanding individuals for a three-year definite term appointment at the rank of Assistant or Associate Professor in Management of Technology, commencing between May 1, 2002 and September 1, 2002. We are seeking individuals with a PhD, who are capable of teaching, research and graduate student supervision in the traditional areas of engineering management, project management, entrepreneurship or the economics of technological change. The Applicant's research interests should be compatible with those of the present faculty, which range from behavioural and technical information systems, to applied operations research to management of technology. The Department offers an undergraduate and graduate engineers, and in addition to its regular full time MASc and PhD programs, offers a part-time Management of Technology MASc. program, mot@distance. This innovative program is intended primarily for engineers and scientists who deal with technology management in their workplace. Delivery is by enhanced distance learning, with optional tutorials delivered via the Internet. Interest or experience with online education will be an asset to applicants. For more information about mot@distance, consult http://motdinfo.uwaterloo.ca and for more general information about the department, consult: http://www.mansci.uwaterloo.ca/. All qualified candidates are encouraged to apply; however Canadians and Permanent Residents will be given priority. This appointment is subject to the availability of funds. Salary will be competitive and commensurate with qualifications and experience. Please send a detailed curriculum vitae and the names of three references to Professor Elizabeth Jewkes, Chair, Department of Management Sciences, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1 (e-mail: emjewkes@uwaterloo.ca; fax: 519-746-7252)

THE UNIVERSITY OF WATERLOO — The Department of Management Sciences in the Faculty of Engineering invites applications from outstanding individuals for a tenure track appointment at the Assistant or Associate Professor level in Management of Technology, commencing between May 1, 2002 and September 1, 2002. We are seeking individuals with a PhD, who are capable of teaching, research and graduate student supervision in the traditional areas of engineering management, project management, entrepreneurship or the economics of technological change. The Applicant's research interests should be compatible with those of the present faculty, which range from behavioural and technical information systems, to applied operations research to management of technology. The Department offers an undergraduate and graduate engineers, and in addition to its regular full time MASc and PhD programs, offers a part-time Management of Technology MASc. program, mot@distance. This innovative program is intended primarily for engineers and scientists who deal with technology management in their workplace. Delivery is by enhanced distance learning, with optional tutorials delivered via the Internet. Interest or experience with online education will be an asset to Applicants. For more information about mot@distance, consult http://motdinfo.uwaterloo.ca/ and for more general information about the department, consult: http://www.mansci.uwaterloo.ca/. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however Canadians and Permanent Residents will be given priority. This appointment is subject to the availability of funds. Salary will be competitive and commensurate with qualifications and experience. Please send a detailed curriculum vitae and the names of three references to Professor Elizabeth Jewkes, Chair, Department of Management Sciences, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1 (e-mail: emjewkes@uwaterloo.ca; fax: 519-746-7252)

MARKETING

THE UNIVERSITY COLLEGE OF THE CARIBOO — The School of Business invites applications for the following full-time on-going position in the Marketing Faculty. The ideal candidate has a PhD in Marketing combined with teaching experience, scholarly activity and professional experience. Master's level candidates will only be accepted if they have a very strong research and industry experience background. As the lead marketing faculty member in our BBA degree program, the successful candidate will deliver courses in Consumer Behaviour, Marketing Research, Advertising and Marketing Strategy. Interest in Internet Marketing and/or International Marketing is also desirable. Our upper level classes are small. We pride ourselves on delivering a mix of theoretical and practical instruction. If you are looking for an opportunity to add research in your field in a smaller community that offers a quality lifestyle, please contact us. For more information about this position, contact Dr. Don Lawton at Tel: (250) 828-5257 or E-mail: dlawton@cariboo.bc.ca. For information about this and other opportunities at UCC visit our web site at: http://www.cariboo.bc.ca/job/htm. For information about Kamloops and the benefits of living in the interior of British Columbia, contact the web site of the Kamloops Economic Development Corporation: http://www.kedco.com. Commencement date: 01 August 2002. Closing date for applications: 01 April 2002. In accordance with Canadian Immigration laws, this ad is directed to citizens and permanent residents of Canada. The University College of the Cariboo is committed to the principle of employment equity. Please forward current curriculum vitae, quoting the Competition #01-180 with names, addresses and telephone numbers of three (3) referees, along with a copy of graduate transcripts to: Irene Bazell, Human Resources Officer. The University College of the Cariboo, P.O. Box 3010, Kamloops, BC V2C 5N3.

MATHEMATICAL & STATISTICAL SCIENCES

THE UNIVERSITY OF ALBERTA — The Department of Mathematical and Statistical Sciences invites applications for a tenure track position in Classical Analysis. The appointment will be at the Assistant Professor level and will commence on or before July 1, 2002. We are looking for a person with a PhD, a strong record/outstanding potential for research, excellent communication and teaching skills and leadership potential. The successful candidate must have a commitment to undergraduate and graduate education. Preferences will be given to an individual whose research interests promote contact with other university researchers and/or industry. We are particularly interested in areas of approximation theory, classical Fourier analysis, applied harmonic analysis, real analysis, and related inequalities and function spaces. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications should include a curriculum vitae, a research plan and teaching dossier. Candidates should arrange for at least three confidential letters of reference to be sent to: Anthony To-Ming Lau, Chair, Department of Mathematical and Statistical Sciences, University of Alberta, Edmonton, Alberta, Canada, T6G 2G1. The closing date for applications is January 15, 2002. For more information about the Department and our University, please see our web page: www.math.ualberta.ca. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

MATHEMATICS

SIMON FRASER UNIVERSITY — The department of mathematics invites applications for a tenure-track position in applied and computational mathematics at the Assistant Professor level starting January 1, 2003. We are searching for an individual with outstanding background and exceptional promise who will establish a vigorous independent research program and who will have commitment to undergraduate and graduate teaching. We are particularly interested in an individual with expertise in nonlinear partial differential equations, who will complement current strengths in mechanics (fluids and solids) and scientific computing. The department's web page can be found at http://www.math.sfu.ca/. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to all qualified applicants. All such candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applications, including a curriculum vitae and descriptive statements on research plans and teaching activities, should be sent by January 31, 2002 to: Applied Search, Department of Mathematics, 8888 University Drive, Simon Fraser University, Burnaby, BC V5A 1S6, Canada. Email: appliedsearch@math.sfu.ca. Please arrange for letters of reference to be sent, in confidence, from three referees. We thank all applicants in advance, only those short-listed will be contacted. The position is subject to final budgetary approval.

THE UNIVERSITY OF WATERLOO — The Department of Applied Mathematics invites applications for appointment of a Junior (Tier II) Canada Research Chair (CRC) in the broad area of Scientific Computation. The CRC Program has been established with the objective of enabling Canadian universities to foster research excellence by attracting the best researchers from both within and outside Canada. Further details on the CRC program may be viewed at www.chairs.gc.ca. The Department of Applied Mathematics, one of five Departments in the Faculty of Mathematics at the University of Waterloo, is an active centre of research, with interests in a wide variety of areas, including Control Theory, Dynamical Systems, Electroacoustics, Fluid Mechanics, Ordinary and Partial Differential Equations, Quantum Theory, Relativity, and Scientific Computation. There are also close collaborations with the Faculties of Engineering and Science in the University. Further information about the department may be obtained from www.math.uwaterloo.ca/AM_Dept/homepage.html. The Department is seeking an individual with an outstanding research reputation, who will play a leading role in the expansion of its activities in Scientific Computation, and contribute to the development of the proposed Centre for Computational Mathematics and Mathematical Software in the Faculty of Mathematics. The successful applicant will have a strong mathematical background with emphasis on computation, and significant experience in one or more application areas. The potential to establish an active research group of graduate students and postdoctoral fellows, and to initiate interactions with researchers in departments in the Faculties of Science and Engineering, are also essential requirements. Applications complete with a curriculum vitae and the names of three referees, should be sent to Dr. J. Wainwright, Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, ON, Canada N2L 3G1. Applications will be considered at any time until the position is filled. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

THE UNIVERSITY OF WATERLOO — Applications are invited for the position of post-doctoral fellow in biostatistics to be held in the Department of Statistics and Actuarial Science at the University of Waterloo. The fellowship is aimed at supporting the development of statistical methodology and software for the analysis of event history data. Event history data is the term used to describe information on the nature and timing of events occurring over the lifetimes of individuals or units. These data can arise from observing complex processes in settings such as medicine, manufacturing, sociology, demography, epidemiology, and public health. The types of problems motivating the research in this position occur in clinical research. There will be contact and collaboration with health researchers in hospitals, research organizations, and the pharmaceutical industry. Specific areas of research include the analysis of recurrent events, multistate models, and design for studies of chronic disease processes. Faculty in the department with interests in biostatistics include K.S. Brown, R.J. Cook, I.F. Lawless, D.E. Matthews, R.J. O'Kaine, J.F. Hines, C.A. Struthers, M.E. Thompson, and G.Y. Yi, among others. Candidates must possess a recent PhD in Statistics or Biostatistics and have a strong background in survival analysis, stochastic processes, statistical inference, and statistical/scientific computing. An interest in teaching and good communication skills would be an asset. The initial appointment will be for one year, with the possibility of renewal for a second year. The deadline for applications is April 30, 2002, but the position may be filled earlier than that date. Interested persons are encouraged to send a curriculum vitae and have three letters of reference sent to: Professor D.E. Matthews, Chair, Statistics and Actuarial Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

THE UNIVERSITY OF WATERLOO — The Faculty of Mathematics is seeking outstanding researchers as candidates for Canada Research Chairs. The Faculty expects to fill ten such Chairs between now and 2005. Information about the Canada Research Chair Program can be found at http://www.chairs.gc.ca. The Faculty of Mathematics conducts leading research in numerous areas including actuarial science, computer science, combinatorics and optimization, pure and applied mathematics, and statistics. Information about the Faculty can be found at its web site: http://www.math.uwaterloo.ca/Faculty/index.html. Exceptional candidates in any area in which the faculty conducts research will be considered. Applications should include a curriculum vitae, a statement of teaching and research objectives and the names of at least four persons who might serve as references. Applications should be sent to: Office of the Dean, Faculty of Mathematics, University of Waterloo, Waterloo, ON, N2L 3G1. Review of applications will begin when received, and will continue until the positions have been filled. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

THE UNIVERSITY OF WATERLOO — The Department of Combinatorics and Optimization invites applications for a three-year definite term faculty position as Research Associate or Professor in the area of quantum computation or quantum cryptography. The main responsibility will be research, and there will also be the possibility of supervising graduate students and teaching up to two one-semester courses per year. The appointment is in the Department of Combinatorics and Optimization. The successful candidate will be joining the Institute for Quantum Computing (IQC-a growing research and training centre in theoretical and experimental quantum information processing). Information about IQC personnel and activities can be found at http://www.iqc.ca. There will also be the possibility of cross-appointment in the CACR (a substantial research and training centre in applied cryptography, http://www.cacr.math.uwaterloo.ca) or the Perimeter Institute for Theoretical Physics (http://www.perimeterinstitute.ca). Salary will depend on the candidate's qualifications. The effective date of appointment is July 1, 2002, unless arranged otherwise. The appointment is

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BELL GLOBEMEDIA RESEARCH CHAIR

The Faculty of Communication & Design at Ryerson University is seeking candidates for the newly created Bell Globemedia Research Chair in Convergence and the Creative Use of Advanced Technology. The establishment of this prestigious endowed Chair reflects the commitment of Bell Globemedia and CTV, Inc. to support pioneering applied research in technology-driven media programming and content development. The appointment is intended to contribute to the Faculty's objective of expanding its research excellence in electronic communications, a field in which it is widely recognized as an educational leader. To this end, the Chair is expected to bring to the University an outstanding research program that addresses the interrelationship of technology and content in the context of technological and industrial convergence.

We seek an individual who will build upon an already distinguished record of published research in communication technologies common to broadcasting, new media production and broadband and wireless delivery systems and who will conduct research and initiate projects that advance the potential creative applications of new technologies as they progress toward the marketplace. Original research outcomes such as new production techniques, programming paradigms or new prototypes in emerging media are anticipated. It is expected that in the course of this research the Chair will develop industry partnerships and strong North American and international linkages with other research initiatives.

The Chair, appointed for a five-year renewable term, carries with it a permanent full-time position in the School of Radio and Television Arts and is viewed as an integral component of current and future graduate programs housed within the Edward S. Rogers Sr. Graduate School for Advanced Communications. The Chair will acquire external funding to conduct innovative research, spearhead interdisciplinary research initiatives and supervise Masters and Ph.D. students in addition to teaching a one-term undergraduate and one-term graduate course annually.

Candidates will possess academic qualifications and research accomplishments commensurate with appointment at the rank of Full Professor. A Ph.D in a suitable discipline (e.g. engineering, computer science, communications systems/technology) is required. The successful candidate will have a strong international research profile and a demonstrated ability to promote research activity, attract research funding and mentor other researchers. Preferred qualifications include experience in postgraduate teaching and supervision, and creative experience related to broadcasting, media production, or other forms of artistic activity.

VELMA ROGERS GRAHAM RESEARCH CHAIR

The Faculty of Communication & Design at Ryerson University is seeking candidates for the newly created Velma Rogers Graham Research Chair in News Media and Technology. The establishment of this prestigious Chair, one of two Chairs endowed by Ted and Loretta Rogers, reflects their commitment to support interdisciplinary media research and innovative graduate programming in the communications field. The appointment is intended to contribute to the Faculty's objective of expanding the scope of its research in journalism practice and media analysis. To this end, the Chair is expected to bring to the University an outstanding research program that addresses the relationship of journalism and news gathering to new and evolving communication and information technologies and the new economic models emerging from them.

We seek an individual who will build upon an already distinguished record of published research to produce studies that examine the impact of emerging new electronic technologies on our understanding of what news is and how it is gathered and transmitted. A key focus will be strategies for adapting to and managing technological change within the Canadian news media. Other research areas in this context might include ownership of and access to intellectual property; censorship and the control of information; privacy and related legal issues affected by the new technologies; and the transforming influence of technology and media convergence on newspaper operation, international reportage and journalistic investigation. It is expected that in the course of this research the Chair will develop linkages with other research initiatives.

The Chair, appointed for a five-year renewable term, carries with it a permanent full-time position in the School of Journalism and is viewed as an integral component of current and future graduate programs housed within the Edward S. Rogers Sr. Graduate School for Advanced Communications. The Chair will acquire external funding to conduct innovative research, spearhead interdisciplinary research initiatives and supervise Masters and Ph.D. students in addition to teaching a one-term undergraduate and one-term graduate course annually.

Candidates will possess a Ph.D. in a suitable discipline and academic qualifications and research accomplishments commensurate with appointment at the rank of Full Professor. The successful candidate will have a strong international research profile and a demonstrated ability to promote research activity, attract research funding and mentor other researchers. Preferred qualifications include experience in postgraduate teaching and supervision and a background in journalism.

The preferred commencement date for these positions, which are subject to budgetary approval, is January 1, 2003. Applications will include a curriculum vitae, copies of a minimum of three peer-reviewed publications that represent the candidate's most significant lifetime research contributions, a letter outlining a proposed research plan, and the names and contact information of five individuals familiar with the candidate's previous research accomplishments. Please correspond to the Office of the Dean, Faculty of Communication & Design, Ryerson University, 350 Victoria Street, Toronto, Ontario, Canada, M5B 2K3. Tel. 416-979-5012. Review of applications will begin March 31, 2002, and continue until the positions are filled.

Ryerson University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal peoples, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

RYERSON UNIVERSITY

subject to availability of funds In accordance with Canadian Immigration requirements, Canadian citizens and permanent residents will be considered first for this position The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities Interested individuals should send curriculum vitae, selected reprints/preprints, and the names of three references to Quantum Computing Research Position, Department of Combinatorics and Optimization, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 E-mail: combopt@math uwaterloo ca Phone 519-888-4567 x3482. Fax 519-725-5441 Web Site: http://www.math uwaterloo ca/CandD_Dept/homepage html Closing date for receipt of applications is February 14, 2002

THE UNIVERSITY OF WATERLOO — Applications are invited for the position of post-doctoral fellow in statistics, to be held in the Department of Statistics and Actuarial Science at the University of Waterloo The fellow would join a team developing statistical models and algorithms for the analysis of high-dimensional data A key application area is analysis of high-throughput screening data in the search for new pharmaceutical drugs Researchers involved in the project include Professors HA Chipman, WJ Welch and SS Young (of GlaxoSmithKline and an adjunct Professor at the University) Specific methods of interest include classification and clustering of large data sets, with the attendant development of algorithms to handle large amounts of data Candidates must possess a recent PhD in Statistics or Computer Science with strength in the other discipline An interest in teaching and good communication skills would be an asset The initial appointment will be for one year, with the possibility of renewal for a second year The deadline for applications is April 30, 2002, but the position may be filled earlier than that date Interested persons are encouraged to send a curriculum vitae and have three letters of reference sent to: Professor D E Matthews, Chair, Statistics and Actuarial Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities This appointment is subject to the availability of funds

MATHEMATICS & COMPUTING

THE UNIVERSITY COLLEGE OF THE CARIBOO — A full-time on-going position in Math/Computing is available at the Williams Lake Campus of the University College of the Cariboo Duties The successful candidate will teach a variety of first and second year courses in Mathematics and Computing Science The candidate will also participate in other departmental endeavours and initiatives Qualifications Master's degree in Math or Computing and a minimum of a Bachelor's degree in the other discipline Successful teaching experience at the university level preferred. Commencement date 01 August 2002 Closing date for applications 15 February 2002 A detailed listing of qualifications and other important information with respect to these opportunities is available on the UCC Website www.cariboo bc ca/hr/job htm

MATHEMATICS & STATISTICS

CARLETON UNIVERSITY — Due to recent retirements, the School of Mathematics and Statistics is rebuilding its faculty complement and invites applications for one or more tenure-track positions at the rank of Assistant Professor and possibly higher, to begin July 1, 2002. Applicants should have a PhD in mathematical or statistical sciences, a demonstrated potential for research and a strong commitment to excellence in teaching Priority will be given to candidates who can support the growth in the "Access for Opportunities" programs of the School and the University (for more information see http://www.math.carleton.ca) Candidates who are actively engaged in research in algebra, cryptography, or statistics (particularly applied statistics and bioinformatics/biostatistics) are encouraged to apply Outstanding candidates in other areas will be seriously considered These positions are subject to budgetary approval Applications, including a curriculum vitae and three letters of reference, should be sent to Dr. C. W. L. Gaimei, Director, School of Mathematics and Statistics, Carleton University, 1125 Colonel By Drive, 4328 HP, Ottawa, Ontario K1S 5B6, Fax (613) 520-3536 The deadline for applications is January 31, 2002 but late applications may be considered until all positions are filled All qualified candidates are encouraged to apply The applications of Canadians and Permanent Residents will be considered first Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities Persons from these groups are encouraged to apply. Any inquiries about the application should be sent to cryan@math carleton ca

THE UNIVERSITY COLLEGE OF THE FRASER VALLEY, Mathematics and Statistics Department 60 kilometers east of Vancouver, British Columbia, has provided innovative and comprehensive educational programs for over 25 years. As an undergraduate degree granting institution enrolling over 6000 students, UCFV's emphasis is on teaching excellence, while promoting scholarship as an integral part of instruction The Department of Mathematics and Statistics invites applications for a full time faculty position in Statistics with an anticipated start date of August 1, 2002 UCFV offers a full range of undergraduate mathematics and statistics courses, and has recently begun offering a major degree in mathematics The successful candidate will have a Master's degree in Statistics (PhD preferred) and have experience in the application of statistics (e.g. biostatistics, industrial statistics or business statistics) He or she will also have an outstanding ability to teach and communicate effectively to undergraduates (especially at the lower levels) and a commitment to building our degree-level offerings. Examples of innovative approaches to teaching and to course and program design are an asset. Position Information Faculty, 100% full time, permanent Start date August 1, 2002 Salary Appropriate placement on the faculty salary scale. UCFV is committed to the principle of equity in employment We invite applications including evidence of appropriate qualifications by February 15, 2002 All correspondence should refer to posting number (2001 103) and be directed to Employee Relations, University College of the Fraser Valley 33844 King Road, Abbotsford, BC, Canada V2S 7M8, Tel (604) 854-4554, Fax (604) 854-1538, Website www.ucfv.bc.ca E-mail resumes to: ennfo@ucfv.bc.ca. In an effort to be both environmentally and fiscally responsible, UCFV will contact only candidates receiving an interview We thank all applicants for considering UCFV for employment

CONCORDIA UNIVERSITY — The Faculty of Arts and Science, has up to three limited-term appointments available in its Department of Mathematics and Statistics Please see our full-page display ad in this issue

THE UNIVERSITY OF WINDSOR invites applications for a faculty position in the Department of Mathematics and Statistics in the area of Actuarial Science commencing July 1, 2002 Subject to budgetary approval For a detailed position description visit our website at: www.uwindsor.ca/facultypositions Closing Date January 25/02 Contact: Dr. Alan Gold, Interim Head, Mathematics & Statistics, University of Windsor, Windsor, ON, N9B 3P4; Tel 519 253 3000, Ext 3034, Fax 519 971 3649 Email: gold1@uwindsor.ca.

MATHEMATICS, STATISTICS & COMPUTER SCIENCE

ST. FRANCIS XAVIER UNIVERSITY — Applications are invited for two limited term positions as Assistant Professor in the Department of Mathematics, Statistics, and Computer Science Applicants should have a PhD in any field of Mathematics, Applied Mathematics, Statistics or Computer Science Candidates with a MSc degree will be considered for a position as Lecturer Duties will involve teaching undergraduate mathematics and statistics courses, and introductory courses in computer science Preference will be given to individuals who have exhibited a commitment to high quality teaching. Applications will be accepted until the positions are filled Applicants should send a curriculum vita, a transcript of their graduate work, and names of three individuals who may be contacted for letters of reference, to: Dr. John Quinn, Chair, Department of Mathematics, Statistics and Computer Science, St. Francis Xavier University, PO Box 5000, Antigonish, NS B2G 2W5, Canada, Email: jquinn@stfx.ca Supplementary evidence such as teaching evaluations or published work may also be submitted. In accordance with Canadian immigration requirements, this ad is directed in the first instance to Canadian citizens and permanent residents of Canada

MOLECULAR BIOLOGY

SIMON FRASER UNIVERSITY — The Department of Molecular Biology and Biochemistry is seeking a full-time experienced Lecturer in Molecular Biology A Lecturer at SFU shall provide the services of an expert university teacher having full responsibility for the preparation and instruction of courses, including laboratory courses, and for curriculum development. The successful applicant must have demonstrated teaching and technical experience in Molecular Biology and Molecular Genetics in both lecture and lab courses. Teaching will be at both the lower and upper division undergraduate levels. Candidates must have a PhD in a relevant area of the life sciences Post-doctoral experience is desirable Applicants should provide a curriculum vita, a letter of teaching interest, and arrange for three confidential letters of reference to be sent directly to Dr. Michael J. Smith, Chair, Lecturer in Molecular Biology Search Committee, Department of Molecular Biology and Biochemistry, Simon Fraser University, 8888 University Dr. Burnaby, B.C. V5A 1S6. All application materials must be received by January 15, 2002 Simon Fraser University is committed to the principle of equity in employment and offers equal opportunity to qualified candidates All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority This position is subject to budgetary approval.

MUSIC

MEMORIAL UNIVERSITY — Position. 8-month term appointment at the rank of Visiting Assistant Professor, subject to budgetary approval Duties The ideal candidate will teach applied violin and viola to graduate and undergraduate performance majors in B. Mus. and M.Mus. programs In addition, there will be studio instruction for general studies music majors and chamber music coaching Teaching a secondary upper string techniques course or in some other related area may also be required. Qualifications: Minimum of master of music and successful teaching experience Appointment date 1 September 2002. Salary Salary dependent on qualifications and experience in accordance with the collective agreement. Application. Candidates should send letter of application, curriculum vitae, an audio cassette representative of their playing, and three letters of reference. Recent graduates should include academic transcripts All candidates should ensure that their application includes information about their teaching. Applications should be sent to Search Committee, c/o Dr. Tom Gordon, Director, School of Music, Memorial University of Newfoundland, St. John's, NF A1C 5S7. Closing date: 1 March 2002 or when position is filled In accordance with Canadian immigration requirements, this ad is directed towards Canadian citizens and permanent residents of Canada Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities

MEMORIAL UNIVERSITY — Position. 4-month term appointment at the rank of Visiting Assistant Professor, subject to budgetary approval Duties The ideal candidate will teach applied studio piano to graduate and undergraduate performance majors in B Mus. and M Mus programs In addition, there will be studio instruction for general studies music majors and chamber music coaching. Teaching a class piano proficiency may also be required. Qualifications: Minimum of master of music and successful teaching experience. Appointment date: 1 September 2002. Salary. Salary dependent on qualifications and experience in accordance with the collective agreement Application. Candidates should send letter of application, curriculum vitae, an audio cassette representative of their playing, and three letters of reference Recent graduates should include academic transcripts All candidates should ensure that their application includes information about their teaching. Applications should be sent to Search Committee, c/o Dr. Tom Gordon, Director, School of Music, Memorial University of Newfoundland, St. John's, NF A1C 5S7. Closing date: 1 March 2002 or when position is filled In accordance with Canadian immigration requirements, this ad is directed towards Canadian citizens and permanent residents of Canada Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities

THE UNIVERSITY OF MANITOBA — Applications are invited for a tenure-track position in Piano at the Assistant Professor level Minimum qualifications are a Master of Music Degree in Piano or equivalent. Evidence of success as a teacher at the undergraduate and graduate levels and of an established professional career or reputation as an emerging artist is expected. The successful candidate will be expected to teach and perform music encompassing a broad historical and stylistic range. Candidates with a demonstrated commitment to the performance and teaching of contemporary music will receive special consideration. Primary responsibilities include teaching solo piano and chamber music, as well as performing solo and chamber music with faculty colleagues. In addition to teaching, the candidate will be expected to maintain and develop a national and international performance career, and through these activities be a representative of the School of Music as a recruiter. All School of Music faculty are expected to serve on juries, university committees and provide leadership in the community Other responsibilities will vary, but may include the teaching of accompanying, piano pedagogy and/or piano literature Serving just under 200 students, the School of Music has 16 full-time and 39 part-time faculty including principal players of the Winnipeg Symphony Orchestra and offers a full range of undergraduate programs and selected graduate programs. It has an established record of achievement in teaching and performance with graduates performing and teaching at the highest levels throughout the world. As Manitoba's capital city, Winnipeg offers a rich cultural life with a number of professional arts organizations including the Winnipeg Symphony Orchestra, the Manitoba Chamber Orchestra, the Manitoba Opera Association, and the Royal Winnipeg Ballet It is also home to professional sports teams, outstanding restaurants, and many opportunities nearby for a variety of outdoor activities in all seasons The Winnipeg housing market is one of the most favourable in Canada to the homebuyer. Start Date: July 1, 2002 Applications should be received by February 15, 2002. Letters of application should address the candidate's general qualifications and be accompanied by a detailed curriculum vita, three recent letters of reference sent directly by a placement service or the referees, and an audio recording which includes recent solo and chamber performances. The University of Manitoba encourages applications from qualified women and men, including visible minorities, Aboriginal peoples, and persons with disabilities All qualified candidates are encouraged to apply, however, Canadian and permanent residents will be given priority Qualified women are particularly encouraged to apply. Address all applications, references and inquiries to Piano Position Search, Michael Matthews, Chair of the Search Committee, University of Manitoba School of Music, 65 Dafoe Road, Winnipeg, Manitoba, Canada, R3T 2N2 Website: www.cc.umanitoba.ca/school/music, E-mail: pianosearch@cc.umanitoba.ca, fax 204-474-7546

NATIVE STUDIES

BRANDON UNIVERSITY — The Department of Native Studies invites applications for a probationary (tenure-track) position in Archaeology, subject to budget The preferred qualification for the position is a Doctorate, however candidates with a Master's degree and substantial professional experience are also invited to apply The successful candidate's primary area of specialization will be in the Precontact Archaeology of the Northern Plains and Parklands. Candidates whose secondary areas of expertise include Physical Anthropology, and/or the Ethnohistory of the Subarctic and Northern Plains and/or cultural resource management will be considered favourably. A demonstrated research and/or teaching interest in the Ethnohistory of the Subarctic and Northern Plains and/or experience in cultural resource management

CANADA RESEARCH CHAIR IN OPTOELECTRONICS

The Department of Engineering Physics at McMaster University invites applications for a Canada Research Chair (CRC) in the area of optoelectronics. This new position is part of an ongoing expansion of the Department's successful program in this area. The CRC program has been established by the government of Canada to foster research excellence by attracting outstanding researchers from within and outside of the country. Details of the CRC program are available at http://www.chairs.gc.ca/. Applications at both the junior (Tier II) and senior (Tier I) levels will be considered.

Applicants should have earned a PhD in Engineering Physics, Physics, Materials Science and Engineering, Electrical Engineering, or a closely related discipline. They should have interest and demonstrated expertise in one or more of the following areas: design, fabrication, characterization, and application of compound semiconductor-based devices, development of advanced materials, applications of lasers, optical communication technology, and display/imaging technology. The appointee will be expected to teach in both our graduate and undergraduate programs and to develop a strong, externally funded research program. The successful candidate will demonstrate a commitment to teaching and scholarly research, along with the ability to relate to industrial practice. Qualification to be registered as a Professional Engineer in the Province of Ontario, or become registered within three years of appointment, will be considered an advantage. Industrial experience or post-doctoral research experience would be an asset. The position offers the opportunity to interact with the existing Centre for Electrophotonic Materials and Devices (CEMD) and the Brockhouse Institute for Materials Research (BIMR), and to participate in the recently funded Ontario Photonics Consortium. For more detailed information on the Departmental activities, please consult our Web page at http://engphys.mcmaster.ca.

Applicants should send a letter of application, curriculum vitae, statement of teaching and research interests, a selection of research publications, and the names and addresses of at least three references to:

Dr. Paul Jessop
Professor and Chair
Department of Engineering Physics
McMaster University
Hamilton, Ontario
Canada L8S 4L7

McMaster University

McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal people, persons with disabilities, members of visible minorities, and women.

Memorial
University of Newfoundland

Canada Research Chair (Tier II) Aboriginal Studies

Memorial University of Newfoundland invites applications for a Canada Research Chair (Tier II) in Aboriginal Studies. The ideal candidate will be a rising new scholar who has already distinguished herself/himself with outstanding research accomplishments in Aboriginal Studies in the Humanities, Social Sciences, or Education. Extensive experience with Aboriginal communities is desirable, and fluency in an Aboriginal language would be an asset. Aboriginal studies include (but are not limited to) linguistic and cultural aspects of the life of indigenous communities, especially in relation to Newfoundland and Labrador. While the Canada Research Chair position will be housed in a department within the Faculty of Arts or in the Faculty of Education, the chair holder will be expected to engage in and act as a catalyst for strong interdisciplinary research and teaching, to show leadership in the future development of Aboriginal studies, to work with the Labrador Institute, and to promote sensitivity to and inclusiveness of Aboriginal peoples at Memorial University.

Tier II appointees are outstanding emerging researchers who exhibit the potential to lead their research fields. Rank will be commensurate with qualifications and experience.

Applicants should submit a curriculum vitae, a statement of research interests and plans, a teaching dossier, and names of three references to:

Dr. Christopher English, Chair
Search Committee for the CRC in Aboriginal Studies
c/o Office of the Dean of Arts
Memorial University of Newfoundland
St. John's, Newfoundland, Canada A1C 5S7
Phone: (709) 737-8254
Fax: (709) 737-2135
E-mail: deanarts@mun.ca

Applications will be considered up to **March 1, 2002**, or until the position is filled.

For further information about the chair positions and Memorial University, please refer to our web site at: http://www.mun.ca/research/crc/.

For further information about the Faculty of Arts and the Faculty of Education at Memorial University, please visit our web site at http://www.mun.ca.

For further information about the Labrador Institute, please refer to our web site at: http://www.mun.ca/labradorinstitute/.

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

There is no restriction with regard to nationality or residence.

Department of Physics **University of Toronto**

CANADA RESEARCH CHAIR in THEORETICAL CONDENSED MATTER PHYSICS

The Department of Physics at the University of Toronto is pleased to announce the search for an Associate or Full Professor in theoretical condensed matter physics, with a starting date of July 1, 2002 or thereafter. The successful candidate will be nominated for a Canada Research Chair.

The Department is anticipating several retirements in condensed matter physics and this new theoretical appointment will complement recent experimental and theoretical appointments in the condensed matter area. The objective is to build an outstanding group of researchers, both experimental and theoretical, with similar interests. Currently these interests include, but are not limited to, novel magnetic and superconducting materials, strongly correlated electron systems, and related many-body problems. Also, the new theoretical appointment in condensed matter physics will join a strong group of existing theoretical faculty in the areas of quantum optics, particle physics, astrophysics and string theory.

For this position, we seek candidates with a PhD in physics and demonstrated proven excellence in both research and teaching. The salary will be commensurate with qualifications and experience. We invite prospective candidates to visit our home page at www.physics.utoronto.ca.

Applications should submit a curriculum vitae, list of publications, research plan, and must arrange for at least three letters of reference, to be sent to:

Professor Henry M. van Driel
Chair
Department of Physics
University of Toronto
Toronto, Ontario, Canada M5S 1A7

The Committee will begin to consider applications and letters of recommendations on 1 March 2002 and the search will continue until the position is filled.

The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world, and is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups and others who may contribute to further diversification of ideas.

Canadian citizens and permanent residents will be considered first for this position

will be considered favourably. Previous experience working with Aboriginal students and/or Aboriginal communities is an asset. Rank and salary Commensurate with qualifications and experience Start date 1 August 2002. Deadline for applications: 28 February 2002 or until the position is filled. Interested candidates should forward their vitae, the names of three references, and supporting documentation on teaching and research activities to Dr. Scott Grills (grills@brandonu.ca), Dean of Arts, 270-18th Street, Brandon, Manitoba, Canada R7A 6A9. For additional information about Brandon University please visit our web site www.brandonu.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Both women and men are encouraged to apply

NEUROSCIENTIST

McGILL UNIVERSITY — The Montreal Neurological Institute (MNI) is seeking to recruit 2-3 neuroscientists to tenured or tenure-track positions. One position is for an outstanding individual to serve as the Scientific Director of the Brain Tumour Research Centre, a newly completed 26,000² ft addition to the MNI. For all of the positions, candidates are being sought who use modern cellular, molecular and/or genetic techniques. The primary criteria will be research excellence and potential for scientific achievement. The MNI has an outstanding academic environment and there is great potential for collaborative potential for research between basic and clinical neuroscientists in many areas. Laboratory space is new and exceptionally well equipped. Salaries and start-up packages are competitive. Montreal is a cosmopolitan, bilingual and affordable city known for its high quality of life. Applications should be sent to: Dr. John A. Robson, Montreal Neurological Institute, 3801 University Street, Montreal Quebec, Canada, H3A 2B4. The deadline for receipt of applications is February 1, 2002. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

NURSING

DALHOUSIE UNIVERSITY — Applications are invited for a one year post doctoral position in the School of Nursing in the area of Health Outcomes available immediately with the possibility of renewal pending budgetary approval. The successful candidate's primary responsibilities will be to enhance the School of Nursing's research program in achieving positive outcomes aimed at improving quality of life for individuals living with chronic illnesses and their families. The successful applicant will work with multi-disciplinary researchers in studies related to topics such as conceptualization of human experiences in cancer control, measurement issues related to determinants of overall health and well-being, impact of culture on health outcomes, virtual learning strategies as methods for research and dissemination and concerns of caregivers and partners in achieving health. Requirements for this position are doctoral degree, a background in quantitative methods, analysis and data synthesis. Measurement experience and instrument design are an asset. An interest in cancer control and sociobehavioural research is essential. Applications will be accepted from various disciplines. Knowledge of diverse research methodologies is an asset. Applicants should submit a cover letter stating qualifications, abilities, goals for the fellowship, a curriculum vitae, example of scholarly work and the name, address and telephone number of three referees, to: Dr. Lorna Butler, School of Nursing, Dalhousie University, Halifax, Nova Scotia B3H 3J5, telephone (902) 494-3459, fax (902) 494-3487. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified Aboriginal peoples, persons with a disability, racially visible persons and women. Application Deadline: February 28, 2002 or until position is filled.

BROCK UNIVERSITY is seeking applicants for probationary/tenure-track positions at the rank of Assistant Professor, in the newly established Nursing Department effective July 1, 2002. Committed to the provision of quality nursing education, the Nursing Department currently offers a BScN Degree in collaboration with Loyalist College, and a Post RN Degree Completion Program with an online program under development. The Department is undergoing an expansion which will see the development of many exciting opportunities, including a graduate program and international initiatives, over the next several years. Preference will be given to applicants with a PhD in Nursing or an equivalent combination of qualifications. Applicants are expected to have a minimum of a Master's in Nursing with a PhD in Nursing or related discipline in progress. Evidence of a developing research and publication record and a strong clinical background is essential. Applicants should have knowledge of the principles and practices of primary health care and backgrounds in the one or more of the following areas: community health nursing, mental health nursing, chronic care, gerontology and family nursing. Eligibility for registration with the College of Nurses of Ontario is a requirement. The Niagara Peninsula offers a beautiful environment and unique lifestyle which includes outdoor recreational activities, affordable housing, excellent educational facilities, world-class wineries, and close proximity to the Great Lakes and large urban centres such as Toronto. The closing date for applications is February 18, 2002. Please send a letter of application, curriculum vitae and three letters of reference to: Dr. John Hay, Chair, Department of Community Health Sciences, Faculty of Applied Health Sciences, Brock University, St. Catharine, Ontario, Canada L2S 3A1. E-mail: jhay@arnie.pec.brocku.ca. Brock University is committed to a positive action policy aimed at reducing gender imbalance among faculty; qualified women and men are equally encouraged to apply. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. More information on Brock University can be found on the University's website at www.BrockU.ca

OBSTETRICS & GYNECOLOGY

McMASTER UNIVERSITY — The Department of Obstetrics and Gynecology in the Faculty of Health Sciences is seeking to recruit an academic Maternal-Fetal Medicine Specialist. This full-time position is located at Hamilton Health Sciences (HHS) — McMaster site. The current complement of 4 specialists offers tertiary care in Maternal and Fetal Medicine for the City of Hamilton and the region of Central-West Ontario. The successful candidate would be involved with postgraduate and undergraduate medical education as well as the sub-specialty Fellowship training program in Maternal Fetal Medicine. The appropriate candidate should have an interest in both the maternal disorders of pregnancy and prenatal diagnosis. The candidate would also be expected to have an active research interest and demonstrated skills in clinical research and education. Salary is composed of a combination of fee for service activities, as well as stipends provided by the HHS and the University to support academic and educational activities. Academic rank and salary will be commensurate with qualifications and experience. Applicants should submit a copy of their curriculum vitae together with a brief statement of present research interests, future expectations and names of three referees, by March 31, 2002, to: Chief and Chair Department of Obstetrics and Gynecology McMaster University Faculty of Health Sciences, HSC-4D9 1200 Main Street West, Hamilton, Ontario, Canada L8N 3Z5. Fax (905) 577-0471. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women

ORGANIZATIONAL BEHAVIOUR

WILFRID LAURIER UNIVERSITY — The School of Business and Economics invites applications for two-tenure track and/or tenured positions in Management and Organizational Behaviour commencing July 1, 2002. Applications are welcome from the areas of: Human Resource Management, Labour/Industrial Relations and/or Organizational Behaviour. For the first position, we are seeking applications from a mid-career individual to fill a tenured position at the associate/full professor level. The successful candidate will be expected to be able to teach effectively at the BBA, MBA, executive, and PhD levels. As well, he/she will mentor junior faculty and conduct a sustained, high quality research program. We are also seeking applications from individuals for a tenure-track position. It is strongly preferred that this person will have a completed PhD. Applicants who are ABD will be considered. The successful candidate will be expected to be able to teach effectively at the BBA, MBA, executive, and PhD levels. The ideal candidate will have demonstrated ability to pursue innovative research and publish in high quality journals. The School has seventy full-time faculty in Business, approximately two thousand undergraduates and over two hundred and fifty part-time and full-time MBA students. Launer's business programs focus on the development of applied general management knowledge, skills and attitudes. With a mission to achieve excellence in management education, we provide strong support for faculty to fully develop both their teaching and research capabilities. As a consequence, we are particularly interested in candidates who seek to maintain a balance between their scholarly and instructional pursuits and are committed to excellence in both. All qualified candidates are encouraged to apply, however, Canadians and Permanent Residents will be given priority. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people. All positions are subject to budgetary approval. Please direct applications by February 15, 2002 to: John McCutcheon, Acting Associate Dean of Business, Faculty Development & Research, School of Business & Economics, Wilfrid Laurier University, 75 University Avenue West, Waterloo, Ontario N2L 3C5. jomcc@wlu.ca

Dean of Graduate Studies and Research

Applications and nominations are invited for the position of Dean of Graduate Studies and Research at Wilfrid Laurier University. The current Deon will be stepping down on June 30, 2002, ofter serving three, five-year terms. The new appointment will commence on July 1, 2002, or as soon thereafter as possible, and will be for o five-year term.

The Dean, who reports to the Vice-President: Academic, is expected lo provide leadership within the University and to represent the research interests of the University in the broader community. In particular, the Dean should speorhead the institution's approach to the growing number of external research funding opportunities. The Deon should encourage and support the development of research and graduate study, ond should hove an understanding of, and an appreciation for, a wide range of philosophical and programmatic approaches to scientific and scholarly inquiry within the various disciplines and professions. Candidotes should possess experience in an academic setling, a respected record of published scholarship, demonstrated organizational abilities, and a capacity to work constructively with both internal and external constituencies.

Wilfrid Laurier University provides undergraduole programs lo some 8300 full-time and 2000 port-time students, and graduate programs lo some 450 full-time and 375 port-time students. It is organized inta six Faculties: Arts, Business and Economics, Music, Science, Social Work, and Graduate Studies. The University offers Master of Arts degrees in Economics, English, Geography (with the University of Waterloo), History (with UW ond the University of Guelph), Political Science, Psychology, and Religion and Culture. It offers a Moster of Music Theropy (MMT), a Master of Business Administrotion (MBA), a Master of Environmental Studies in Geography (with UW), and a Master of Social Work. PhD programs are offered in English (wilh UGuelph), Geography (with UW), History (with UW and UGuelph), Philosophy (with UGuelph and McMaster) and Socio! Work. In oddilion, both Moster and Doctoral degrees in Theology, Theologicol Studies, and Divinity are offered by Waterloo Lutheran Seminary, a federated theological college.

Applications and nominations, together with a current curriculum vitae and the names of three referees, should be forwarded before February 15, 2002 to the Landmark Consulting Group Inc., 25 Main Street West, Suite 2225, Hamilton, ON, L8P 1H1 or to resumes@londmarkconsulting.org.

In occordance with Canadian immigration requirements, this odvertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed lo employment equity and welcomes applicotions from all qualified women and men, including persons in a visible minority, persons with disobilities, and aboriginal people.

LANDMARK CONSULTING GROUP INC.
Executive Search Consultants

Simon Fraser University
Dean of Education

Simon Fraser University invites applications and nominations for the position of Dean of Education for a term of five years beginning September 1, 2002.

The Faculty of Education is a non-departmental unit with undergraduate, graduate, teacher education, in-service/field programs and international programs. The Faculty has 42 full-time faculty members, 48 short-term faculty members, 59 support staff members, 1,570 FTE undergraduate students, and 395 FTE graduate students. The Faculty of Education is widely recognized for its commitment to outstanding and innovative education programs, and to excellence in research.

The Dean should be an experienced and dynamic leader, respected in the academic and professional fields of education, with recognized personal integrity, a strong administrative background, community building expertise, and the ability to articulate a compelling, collective vision. The Dean will be expected to guide the Faculty in fulfilling its commitment to teaching, research, and service to educational communities, and to make a significant contribution to the governance of the University.

All qualified candidates are encouraged to apply, however Canadians and Permanent Residents will be given priority.

Applications and nominations, accompanied by a curriculum vitae and the names of three referees, should be sent to:

Dr. John H. Waterhouse
Vice-President, Academic
Simon Fraser University
8888 University Drive
Burnaby, BC V5A 1S6
Fax: 604-291-5876

The closing date for the receipt of applications is **January 31, 2002.**

PHARMACY

THE UNIVERSITY OF TORONTO — Applications are invited for tenure-stream positions within the professorial ranks at the Faculty of Pharmacy, University of Toronto The Faculty is in the process of an extraordinary growth initiative and over the next four years will be hiring a large number of faculty members and will move to new, state-of-the-art research and teaching facilities The University of Toronto is a research-intensive community that affords exceptional opportunities for independent and collaborative research endeavors Faculty members have access to the services and facilities at the University of Toronto, in particular, the Molecular Design and Information Technology Centre, a new, advanced centre for supercomputing and 3D visualization (http://www.phm.utoronto.ca/~mdit) that is located within the Faculty of Pharmacy Successful candidates are expected to establish vigorous, independent research programs, supervise graduate students in the Department of Pharmaceutical Sciences, and participate in teaching undergraduate professional pharmacy students. Applicants must possess a doctoral degree with relevant postdoctoral training and evidence of creative and productive research Published evidence of research activity is required Candidates for senior-level positions must have an established independent research program evidenced by publications and extramural grant support. Candidates with the following research interests are encouraged to apply Receptors and Signal Transduction, Molecular Toxicology, Medicinal Chemistry, Pharmaceutical Chemistry, Drug Transport and Metabolism Applicants should submit a current curriculum vitae, reprints of recent publications, an outline of future research interests and teaching philosophy; and arrange to have three letters of reference sent to Dr. K Wayne Hindmarsh, Dean, Faculty of Pharmacy, University of Toronto, 19 Russell Street, Toronto, Ontario, Canada M5S 2S2, Tel. 416/978-2880, Fax 416/978-8511, E-mail wayne.hindmarsh@utoronto.ca Applications will be considered beginning January 2002 and will be accepted until positions are filled The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups and others who may contribute to further diversification of ideas All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority

THE UNIVERSITY OF TORONTO — To honor the first Dean of the Faculty of Pharmacy, the Faculty of Pharmacy is searching for an outstanding individual to inaugurate the F Norman Hughes Chair in Pharmacoeconomics The successful candidate will have the ability to establish his/her own world-recognized research and graduate program in pharmacoeconomics and to take a leadership role in building a strong collaborative research group in the economic evaluation of pharmaceuticals and pharmacy services The successful candidate will be appointed at the rank of full professor with tenure He/she will join a group of social and administrative faculty members who have established linkages with an array of leading research units and centres within the university and throughout the province The Faculty of Pharmacy is undergoing an unprecedented period of growth and development Within the next four years, the number of faculty will double and the Faculty will move to a new building to accommodate increased undergraduate enrolment The successful applicant will have the opportunity to participate in the recruitment of faculty into complementary positions at the Assistant Professor level and additional faculty in the Social and Administrative Pharmacy and Pharmacy Practice groups. Applicants are expected to have an international reputation demonstrated by excellence in research and teaching effectiveness Applicants should submit a current curriculum vitae and a description of their vision for a program in pharmacoeconomics, and arrange to have three letters of reference sent to Dr. K Wayne Hindmarsh, Dean, Faculty of Pharmacy, University of Toronto, 19 Russell Street, Toronto, Ontario, Canada M5S 2S2; Tel 416/978-2880; Fax: 416/978-8511, E-mail wayne.hindmarsh@utoronto.ca Applications will be considered beginning January 2002 and will be accepted until position is filled Founded in 1827, the University of Toronto is Canada's premiere research institution with some $ 1 billion in both revenue and capital projects Two significant capital projects for the Faculty of Pharmacy are The Leslie L. Dan Pharmacy Building and the Centre for Cellular and Biomolecular Research The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups and others who may contribute to further diversification of ideas All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority

THE UNIVERSITY OF TORONTO — Applications are invited for up to three, tenure stream positions at the assistant/associate professor ranks at the Faculty of Pharmacy, University of Toronto Individuals with expertise in health policy, health economics, political economy, sociology of health, health administration, human resources or health delivery systems are encouraged to apply Applicants must have a PhD degree or equivalent, relevant training and experience, and the ability to establish independent research and graduate programs The successful candidates will join a team of five social and administrative faculty members with research interests in pharmacoeconomics, pharmacoepidemiology, sociology of health, pharmacy services/program evaluation, pharmaceutical policy, patient decision making, and complementary/alternative medicine, and will have the opportunity to collaborate with other researchers in the University and its many teaching hospitals Applicants must submit a current curriculum vitae, a statement of their teaching philosophy and an outline of a five-year research plan indicating the relevance of the proposed research to pharmacy The applicant must arrange to have three letters of reference sent to Dr K Wayne Hindmarsh, Dean, Faculty of Pharmacy, University of Toronto, 19 Russell Street, Toronto, Ontario, Canada, M5S 2S2, Tel 416/978-2880, Fax 416/978-8511, E-mail wayne.hindmarsh@utoronto.ca Applications will be considered beginning March 1, 2002 and will be accepted until all positions are filled Founded in 1827, the University of Toronto is Canada's premiere research institution with some $1 billion in both revenue and capital projects. The Faculty of Pharmacy is undergoing an unprecedented period of growth and development Two significant capital projects for the Faculty of Pharmacy are the Leslie L Dan Pharmacy Building and the Centre for Cellular and Biomolecular Research The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, aboriginal persons, persons with disabilities, members of sexual minority groups and others who may contribute to further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority

PHILOSOPHY

CONCORDIA UNIVERSITY — The Faculty of Arts and Science, has up to two limited-term appointments available, one in Philosophy of Mind and one in Ethics Please see our full-page display ad in this issue.

THE UNIVERSITY OF PRINCE EDWARD ISLAND invites applications for a tenure-track position at the Assistant Professor rank to begin July 1, 2002 subject to budgetary approval Salary will be commensurate with qualifications and experience Applicants should have a completed PhD by time of appointment The successful candidate will have a strong commitment to teaching and research interests in both the History of Philosophy and in Ethics. Competence in teaching Critical Thinking would be an asset. A typical teaching load would involve Introduction to Philosophy, Critical Thinking, and choice of courses from the following group. Contemporary Moral Issues, Plato and Aristotle, Medieval Philosophy, Descartes to Kant, Hegel to Russell, Biomedical Ethics, Origins of Western Philosophy, Philosophical Issues in Feminism, Philosophy of Law, Phenomenology, and Philosophy of Religion An ability to offer innovative approaches to teaching undergraduate history of philosophy and applied ethics would be an asset. Preference will be given to those candidates with demonstrated excellence in teaching, a commitment to undergraduate teaching and collegiality, and an active research record. Applicants should send a curriculum vitae, evidence of teaching effectiveness, and the names and addresses of three academic referees to Professor Nebojsa Kujundzic, Department of Philosophy, University of Prince Edward Island, 550 University Avenue, Charlottetown, PEI, C1A 4P3 Applications will be accepted until February 15, 2002 In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents UPEI offers equal employment opportunities to qualified male and female applicants

CARLETON UNIVERSITY — The Department of Philosophy seeks applicants for a 12-month limited-term sabbatical replacement position at the Assistant Professor level, subject to budgetary approval Area of Specialization is either (a) some of philosophy of language, philosophy of mind, epistemology, or (b) ethics, social & political philosophy Area of Competence open, but ability to teach aesthetics or history of philosophy is highly desirable. Ordinary yearly teaching load is 2x3 plus work with graduate students. The successful candidate will participate in research activities of the Department. Carleton University is a research-intensive university in Canada's capital and offers a full range of graduate programs, including a Masters in Philosophy and a PhD in Cognitive Science All qualified applicants are encouraged to apply Applications of Canadians and Permanent Residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities Persons from these groups are encouraged to apply Applications, including a c.v., at least three letters of reference, samples of recent research, summaries of courses recently taught and/or seminars given, and evidence of excellence in teaching should be sent to Prof Jay Drydyk, Chair, Department of Philosophy, Carleton University, 1125 Colonel By Drive, Ottawa, Canada, K1S 5B6 Candidates are welcome to communicate by email to Jay Drydyk@carleton.ca or to visit our webpages at http://indeau.carleton.ca/philosophy/ Applications will be considered as received, but no later than March 15

CARLETON UNIVERSITY — The Department of Philosophy seeks applicants for a limited-term sabbatical replacement position, subject to budgetary approval Visiting Professor, rank open, one semester only Area of Specialization is either (a) some of philosophy of language, philosophy of mind, epistemology, or (b) ethics, social & political philosophy Area of Competence open, but ability to teach aesthetics or history of philosophy is highly desirable Teaching load two courses plus work with graduate students The successful candidate will have a superior research record for his or her rank and will participate in research activities of the Department Carleton University is a research-intensive university in Canada's capital and offers a full range of graduate programs, including a Masters in Philosophy and a PhD in Cognitive Science All qualified applicants are encouraged to apply The applications of Canadians and Permanent Residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities Persons from these groups are encouraged to apply Applications, including a c.v., at least three letters of reference, samples of recent research, summaries of courses recently taught and/or seminars given, and evidence of excellence in teaching should be sent to Prof Jay Drydyk, Chair, Department of Philosophy, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario Canada K1S 5B6 Candidates are welcome to communicate by e-mail to Jay Drydyk@carleton.ca or to visit our web pages at http://indeau.carleton.ca/philosophy/. Applications will be considered as received, but no later than March 15.

THE UNIVERSITY OF WINDSOR invites applications for a tenure-track position in in Kant and Epistemology (AOS) and Philosophy of Mind and/or Philosophy of Science (AOC) commencing July 1, 2002 Subject to budgetary approval. For a detailed position description visit our website at www.uwindsor.ca/facultypositions. Contact Professor J. Anthony Blair, Interim Head, Department of Philosophy, University of Windsor, Windsor, ON, N9B 3P4, Tel 519 253.3000, Ext 2408, Fax. 519 971 3610, Email tblair@uwindsor.ca

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Simon Fraser University
Department of Biological Sciences
Avian Population Biology

The Department of Biological Sciences is seeking a tenure track faculty member in the area of Avian Population Biology. We seek an individual working in any area of avian population biology, to complement the existing strengths of the Center for Wildlife Ecology (http://www.sfu.ca/biology/wildberg/index.html). Given the mandate of the Center, we will consider evidence of willingness and ability to work with government agencies, and an interest in the application of research to conservation and management issues. The successful candidate will pursue a vigorous, externally funded research program, train graduate students, and carry a regular teaching load. The appointment can be made at any rank, contingent on appropriate experience. Minimally, a PhD degree is required, and appropriate post-doctoral experience is preferred. Applicants should send, no later than **February 28, 2002**, a Curriculum Vitae, representative reprints, a one-page summary of their research objectives, and three letters of reference to:

Dr. Norbert H. Haunerland, Chair
Department of Biological Sciences
Simon Fraser University
8888 University Blvd.
Burnaby, B.C. V5A 1S6
Canada
Fax: 604-291-4312

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Simon Fraser University is committed to employment equity,
welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

Department of Statistics and
Department of Computer Science **University of Toronto**
Canada Research Chair

The Department of Statistics and the Department of Computer Science invite applications for a tenure stream appointment, rank open, with a preference for Full Professors. It is intended to nominate the successful candidate to a Canada Research Chair. The two departments share a research cluster in data mining, machine learning, and statistics, which is anchored by four Canada Research Chairs.

Candidates are expected to be outstanding scholars, whose research and teaching will make major contributions to the quality and stature of the two departments.

Appointments will be made at the rank of either Associate or Full Professor, to begin July 1, 2002. Salary will be commensurate with experience.

Letters of application, curriculum vitae, and statements on research and teaching, should be submitted to

Professor Nancy Reid,
Chair, Department of Statistics,
University of Toronto,
Toronto, Canada M5S 3G3.

Names of four scholars who can serve as external referees should be provided. We will begin reviewing applications after **February 15, 2002**, and continue until the position is filled.

The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world, and is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas.

Dean of Science
Carleton University

Carleton UNIVERSITY

Carleton University invites applications and nominations for the position of Dean of Science.

A dynamic and research-intensive university with a tradition of anticipating and leading change, Carleton University is dedicated to achieving the highest standards of scholarship in research and teaching. Carleton offers programs in fifty areas of study and grants degrees to 17,500 full- and part-time students through five faculties: Arts and Social Sciences, Engineering and Design, Public Affairs and Management, Science, and Graduate Studies and Research. Carleton is enriched by its location in the Capital of Canada and by its many collaborations with other Canadian and international institutions. A major contributor to the National Capital Region, Carleton's annual operating budget and research budget is over $200 million.

The Faculty of Science at Carleton has an outstanding record of success in undergraduate teaching, graduate education, and in contributing to the University's presence as a leading institution for scientific research. The Faculty consists of a School of Computer Science, a School of Mathematics and Statistics, and a College of Natural Sciences, within which are departments of Biology, Chemistry, Earth Sciences and Physics, as well as Institutes of Biochemistry and Environmental Science. The Faculty's 120 academic and 60 administrative staff offer undergraduate degree programs in science, mathematics and computer science, including a number of innovative and interdisciplinary programs of study, to some 1,800 students, and in addition make important contributions to the education of students in other faculties. Approximately 450 graduate students are registered in programs leading to master's and doctoral degrees in science and computer science. The future of research in the Faculty of Science is particularly bright.

Exciting and important contributions are being made in the basic disciplines, in emerging areas - like the mathematics of information technology - and through collaborative projects such as: SNO (Sudbury Neutrino Observatory); POLARIS (earthquake simulation); HPCVL (High Performance Computing); and the relocation of the National Wildlife Research Centre to the Carleton campus.

The Dean of the Faculty of Science is responsible to the Vice-President, Academic and Provost for the supervision and administration of academic programs, budget and resource allocation, and all activities of the Faculty. The ideal candidate will be an individual with exceptional leadership qualities, a strong academic and research background, experience in the development and administration of undergraduate and graduate programs, and a demonstrated commitment to excellence in teaching, research, and scholarship. A collaborative management style, proven administrative ability, exceptional interpersonal and communication skills, and the capacity to further develop and enhance the Faculty's priorities and vision are essential.

The Search Committee will begin consideration of nominations, applications, and expressions of interest in January, 2002. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. Please respond in confidence to the address below.

Janet Wright & Associates Inc.
21 Bedford Road, Suite 300
Toronto, Ontario M5R 2J9 Fax: 416-923-8311
E-mail: resumes@jwasearch.com
www.jwasearch.com

Janet Wright & Associates Inc.

JWA

PHOTOGRAPHY

CONCORDIA UNIVERSITY — The Studio Arts Department of the Faculty of Fine is seeking applicants for a full-time, Tenure Track Assistant Level position in Photography, effective June 1, 2002 (subject to budget approval). The selected candidate will be eligible to become a member of Hexagram, the Institute for Research and Creation in the Media Arts & Technology. Hexagram is a joint project between Concordia University and Université du Québec à Montréal, and supports research involving the arts and technology. The candidates will have expertise in several of the following areas: Black and white and color photography, large-format photography, digital imaging and contemporary theory. Practical knowledge of both traditional and contemporary approaches to photography as well as familiarity with current ideas in theory and criticism, is required. Candidates for this position should possess an MFA degree or equivalent, a minimum of two years university teaching experience, the ability to engage in curriculum development and to teach at both undergraduate and graduate levels. They must have a strong critical/theoretical background and a contemporary understanding of both extended and discipline-based approaches to studio practice, relevant administrative experience and a strong exhibition record. Submissions should include a c.v., 20 slides of work, 20 slides of student work, a statement of teaching philosophy, a list of courses taught with course descriptions and (if relevant) a list of imaging software in which the candidate has expertise, and three letters of recommendation. Bilingualism (English and French) will be considered an asset. Applications with a SASE should be submitted by March 15, 2002 to: Departmental Personnel Committee, Department of Studio Arts (S-VA 236), Re: Full-time, Tenure Track Assistant Level Position in Photography, Faculty of Fine Arts, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, QC, H3G 1M8, Canada. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

CONCORDIA UNIVERSITY — The Studio Arts Department of the Faculty of Fine Arts is seeking applicants for an Extended Term Appointment (ETA) position in Photography effective June 1, 2002 (subject to budget approval). The ETA appointment, which will be for a period of sixty (60) consecutive months, is intended to respond to specific teaching and service needs. The candidates will have expertise in several of the following areas: Black and white and color photography, large-format photography, digital imaging and contemporary theory. Practical knowledge of both traditional and contemporary approaches to photography as well as familiarity with current ideas in theory and criticism, is required. Candidates for this position should possess an MFA degree or equivalent, a minimum of two years university teaching experience, the ability to engage in curriculum development and to teach at both undergraduate and graduate levels. They must have a strong critical/theoretical background and a contemporary understanding of both extended and discipline-based approaches to studio practice, and relevant administrative experience. Submissions should include a c.v., 20 slides of work, 20 slides of student work, a statement of teaching philosophy, a list of courses taught with course descriptions and (if relevant) a list of imaging software in which the candidate has expertise, and three letters of recommendation. Bilingualism (English and French) will be considered an asset. Applications with a SASE should be submitted by March 15, 2002 to: Departmental Personnel Committee, Department of Studio Arts (S-VA 236), Re: Extended Term Appointment Position in Photography, Faculty of Fine Arts, Concordia University, 1455 de Maisonneuve Blvd West, Montreal, QC H3G 1M8, Canada. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

PHYSICAL EDUCATION

BROCK UNIVERSITY — The Department of Physical Education is seeking candidates with expertise in exercise and health psychology for a probationary/tenure-track position at the rank of Assistant Professor effective July 1, 2002. The successful applicant should also be able to teach in one or more of the following areas: fitness and lifespan activity, research methods, or health education and promotion. Applicants should have a completed doctorate, an established research profile, and the potential to secure funding for research. This position is subject to budgetary approval. The closing date for applications is February 15, 2002 and the review process will continue until the position is filled. Applicants must submit a letter of application, a statement of research interests, a curriculum vitae, and the names of three references to: Dr. Anna Lathrop, Chair, Department of Physical Education, Brock University, St. Cathannes, Ontario, Canada L2S 3A1, E-mail: alathrop@arnie.pec.brocku.ca. All qualified candidates are encouraged to apply, however, Canadian and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance among faculty; qualified women and men are encouraged equally to apply. More information on Brock University can be found on the University's website www.brocku.ca

BROCK UNIVERSITY — The Department of Physical Education is seeking candidates with expertise in applied exercise physiology for a probationary/tenure-track position at the rank of Assistant Professor effective July 1, 2002. The successful applicant should also be able to teach in one or more of the following areas: exercise prescription, exercise immunology, physical activity across the lifespan, or physiological assesment. Applicants should have a completed doctorate, an established research profile, and the potential to secure funding for research. This position is subject to budgetary approval. The closing date for applications is February 15, 2002 and the review process will continue until the position is filled. Applicants must submit a letter of application, a statement of research interests, a curriculum vitae, and the names of three references to: Dr. Anna Lathrop, Chair, Department of Physical Education, Brock University, St. Cathannes, Ontario, Canada L2S 3A1, E-mail: alathrop@arnie.pec.brocku.ca. All qualified candidates are encouraged to apply, however, Canadian and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance among faculty; qualified women and men are encouraged equally to apply. More information on Brock University can be found on the University's website www.brocku.ca

PHYSICAL THERAPY

THE UNIVERSITY OF MANITOBA — Applications are invited for the position of Head, Physical Therapy Division, a full-time tenure-track faculty position at the rank of Associate or full Professor, commencing July 01, 2002 or as soon thereafter as possible. Dependent upon qualifications and experience, a tenured position will be given. The candidate will have a PhD degree, demonstrated academic leadership, proven administrative experience, a record of scholarly achievement and teaching experience. The applicant must also be eligible for licensure in Physical Therapy in Manitoba. The Division of Physical Therapy is a unit of the School of Medical Rehabilitation within the Faculty of Medicine, the Head reports to the Director of the School. The Head of the Physical Therapy Division is the academic and administrative leader of the undergraduate Physical Therapy program and is expected to participate in and provide professional direction in the graduate program. The Head also provides a leadership role in physical therapy external to the University. The Physical Therapy undergraduate program is a fully accredited baccalaureate program of three years duration which has recently received approval to increase enrolment from 30 to 50 students per year. There are currently 9 full-time faculty positions within the Division and baseline funding for a number of part time and sessional faculty. Recent increased funding for increasing enrolment will provide for 5 additional faculty positions for the academic program and substantial increased funding to support the clinical education program and expansion of clinical faculty. The School also houses an entry-level Occupational Therapy program, a M.Sc. Program in Rehabilitation, and has an affiliated rehabilitation clinic on site. Strong rehabilitation research links and opportunities exist in clinical, applied, and basic sciences fields. The Physical Therapy program has excellent affiliations with other university health professional programs and the clinical physiotherapy community. The School of Medical Rehabilitation is located on the Bannatyne Campus of the University of Manitoba which houses the Faculties of Medicine and Dentistry, has excellent library facilities and is adjacent to a large teaching hospital. A major redevelopment plan for teaching, research and administrative space and equipment is nearing completion. Winnipeg has a rich cultural environment with symphony, opera, dance, theatre, and ethnic festivals. There are many opportunities for outdoor recreation in all seasons. The Winnipeg housing market is one of the most favourable in Canada to the homebuyer. The University of Manitoba encourages applications from qualified women and men, including visible minorities, Aboriginal peoples, and persons with disabilities in accordance with Canadian immigration requirements. This advertisement is directed to Canadian citizens and permanent residents. Applicants should send a curriculum vitae and the names of three referees to the address below. The deadline for applications is March 15, 2002. Please direct your application to: Dr. Jack Taylor, Dean, Faculty of Medicine, 770 Bannatyne Avenue, Winnipeg, Manitoba, R3E 0W3. Fax: (204) 789-3928. E-mail: jtaylor@cc.umanitoba.ca. For more information, see our website at www.umanitoba.ca/medicine/rehab/

Canada Research Chairs

Brandon University is a leader in providing high quality education to over 3,000 full- and part-time students in arts, sciences, education, music, and health studies. Based in southwestern Manitoba, Brandon University also offers pre-professional and masters programs, as well as innovative and award-winning outreach programs, in a personalized learning environment.

Brandon University invites applications and nominations for Canada Research Chairs effective August 1, 2002 or on the availability of the successful candidate. These appointments are subject to the terms and conditions of the Canada Research Chairs Program.

Aboriginal Studies – Tier I Appointment

The University seeks an established scholar (rank of Professor) of international reputation and with a demonstrated record of external funding in any Social Sciences and Humanities Research Council discipline who will expand upon the University's existing strengths in Native and Métis Studies. Brandon University is a recognized leader in Aboriginal Studies and includes the Department of Native Studies, the First Nations and Aboriginal Counselling Degree Program, the Program for the Education of Native Teachers and the Brandon University Northern Teacher Education Program. Additionally, Brandon University is home of *The Canadian Journal of Native Studies*. The successful candidate should have expertise in one or more of the following areas: political economy of self-government; claims settlement; aboriginal rights and development, health, healing and community wellness; the politics of language; education and culture; cultural studies and aboriginal arts.

Resource Management & The Environment – Tier II Appointment

The University seeks a scholar (rank of Associate Professor preferred) of considerable research promise and with a demonstrated record of external funding in any Natural Sciences and Engineering Research Council discipline or interdisciplinary area related to Resource Management and the Environment. Research in some aspect of natural resources and/or environmental management is expected. The successful candidate should have expertise in one or more of the following areas: petrology, mineralogy, stratigraphy, hydrology, geochemistry, environmental physics, environmental analytical chemistry, environmental biology, physical geography, ecology or conservation. An interest in water quality, impacts of pollutants, climate change, biogeochemistry, or sustainable development would be an asset. Thus, the applicant should have a clearly identified research program that may be in the physical, biological or earth sciences, but need not be restricted to those areas.

Scientific Systems Analysis and Modelling - Tier II Appointment

The University seeks a scholar (rank of Associate Professor preferred) of considerable research promise and with a demonstrated record of external funding in any Natural Sciences and Engineering Research Council discipline related to systems analysis and modelling. The applicant should have a clearly identified research program, which can be either applied or theoretical in nature. A background in scientific computing will be considered an asset for this position. Preference will be given to applicants who can demonstrate experience in more than one "computational discipline", such as mathematics, physics, statistics, chemistry, biology, or engineering. Expertise in scientific visualization, scientific data warehousing and data mining will be considered assets for this position.

For further information, see www.brandonu.ca/chairs

Deadline for applications – March 15, 2002

In accordance with Canadian immigration Regulations, this advertisement is directed primarily to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

BRANDON UNIVERSITY
Founded 1899

"Something Special"

Contact:
Dr. J.G. Williams
Acting Vice-President
(Academic & Research)
Brandon University
270-18th Street
Brandon, Manitoba
Canada R7A 6A9
Email
williams@brandonu.ca

For more information visit:

www.brandonu.ca

Vice-President (Saint John)
The University of New Brunswick

UNB Saint John

The University of New Brunswick invites applications and nominations for the position of Vice-President (Saint John).

Reporting to the President, the Vice-President (Saint John) is the chief academic and administrative officer of the campus and a member of the senior administrative team of the University. The position carries responsibility for a wide range of academic programs, administrative functions and policies. The Vice-President is responsible for leading the Saint John campus, and along with the President, for building and maintaining excellent relations with government, business, the Saint John community and the Fredericton campus. The successful candidate should have proven leadership and administrative abilities acquired at a senior level, and the capacity to communicate effectively with faculty, staff, students alumni and members of the non-university community.

Firmly established in its namesake city, the 252 acre Saint John campus combines both an international scope and integration in the community. International students constitute some 17% of the full-time enrollment and the campus delivers programs abroad in conjunction with partners such as Beijing Concord College. Through its 3 Faculties of Arts, Business, and Science, Applied Science and Engineering, the campus offers full degree programs at the Bachelor, Masters and Doctoral levels, and now boasts over 4000 alumni and about 3000 full-time and part-time students. In recent years the campus has introduced several new programs such as the BBA and MBA in Electronic Commerce, the BA in Information and Communication Studies, the BSc in Computer Science, the BSc in Environmental Biology and the BSc in Health Sciences. The Saint John campus is a founding partner of the National Research Council's Electronic Commerce facility in New Brunswick and has research strength is a number of areas such as Coastal Studies and Aquaculture and Criminal Justice Studies. UNB Saint John's practical size allows for an excellent student-to-professor ratio, a dynamic multi-disciplinary approach and ample opportunity for student involvement in research and campus and community endeavours. The campus has its own academic Senate and enjoys strong cooperative relationships with the Fredericton campus.

Expressions of interest, applications and nominations should be submitted in confidence by **March 15, 2002** to:

Dr. Elizabeth Parr-Johnston
President and Chair of the Search Committee
University of New Brunswick
P.O. Box 4400, Fredericton, NB E3B 5A3
e-mail: epj@unb.ca
phone: (506) 453-4567
fax: (506) 453-5158

OR

The Caldwell Partners
Park Lane Terraces, Box 247
Suite 500, 5657 Spring Garden Road
Halifax, NS B3J 3R4
e-mail: halifax@caldwell.ca
phone: (902) 429-5909
fax: (902) 429-5606

THE CALDWELL PARTNERS

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

The University of New Brunswick is committed to the principle of employment equity.

line for applications is March 31, 2002. Dr. Juliette Cooper, Chair, Search Committee for Head of Physical Therapy Division, School of Medical Rehabilitation, University of Manitoba, T26F-770 Bannatyne Avenue, Winnipeg, Manitoba, R3E 0W3, e-mail: jcooper@ms.umanitoba.ca, telephone (204)789-3371. For more information visit our website www.umanitoba.ca/faculties/medicine/units/medrehab/.

PHYSICS

DALHOUSIE UNIVERSITY — We seek to appoint an assistant professor (tenure track) in experimental physics, effective July 1, 2002. We are a medium-sized research-intensive department strong in materials science, biophysics, condensed matter physics, and atmospheric science. Applicants should have a PhD with postdoctoral or equivalent industrial research experience. The appointee will be expected to complement our research interests, will value good teaching, and will vigorously pursue research and funding opportunities. Targeted areas for this position include biophysics, nanoscience, photonics, polymer physics, soft condensed matter, surface science and synchrotron physics. Interdisciplinary researchers are particularly encouraged to apply. Dalhousie, with 13,700 students (3500 graduate), is one of Canada's leading research and teaching universities. It is located in Halifax, which is the largest city in Atlantic Canada and offers an outstanding quality of life. The regional economy is growing rapidly, so two-career couples will find ample opportunities here. See www.physics.dal.ca for more background on our department and the region. Applicants should submit by regular mail a curriculum vitae, list of publications, a brief research plan, a statement of teaching interests, and arrange for at least three letters of reference to be sent to: Gerhard Stroink, Chair, Dept. of Physics and Atmospheric Science, Dalhousie University, Halifax, N.S. B3H 3J5, Canada. For further information phone 902-494-2337, fax 902-494-5191, or e-mail physics@dal.ca. Applications will be reviewed beginning February 1, 2002 or until the position is filled. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with disability, racially visible persons and women. All qualified candidates are encouraged to apply, however Canadians and permanent residents of Canada will be given priority.

THE UNIVERSITY OF WINDSOR invites applications for a tenure-track position in Physics and High Technology in the area of Experimental Atomic Molecular and Optical Physics and Photonics commencing July 1, 2002. Subject to budgetary approval. For a detailed position description visit our website at www.uwindsor.ca/facultypositions. Contact Dr. Keith Taylor, Director, School of Physical Sciences, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519 253 3000, Ext. 3526. Fax: 519 973 7098, Email: taylor@uwindsor.ca.

THE UNIVERSITY OF WATERLOO — The Department of Physics invites applicants for tenure-track positions at the Assistant, Associate, and Full Professor level in the one of the following areas of theoretical physics (i) quantum gravity, including string theory, canonical quantization, black hole thermodynamics, noncommutative geometry, and other approaches; (ii) quantum information theory, including quantum computing, quantum algorithms, and quantum cryptography; (iii) astroparticle physics, including early-universe and inflationary cosmology, standard-model alternatives to dark matter and dark energy, gravitational lensing, and gravitational radiation. All applicants must have a PhD degree, a record of exceptional research accomplishments and promise for excellence in teaching. Junior-level applicants must be able to demonstrate excellent potential for research. Salary range commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of present research program, a brief future research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be addressed to the Chair, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, Tel: (519) 888-4567, Ext. 6831, E-mail: physics@uwaterloo.ca. Applications will be considered at any time until the position is filled. We encourage applications from all nationalities. Further information about the Department can be found on our web page http://www.science.uwaterloo.ca/physics. Canadian citizens and permanent residents will be considered first for this position. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

PLANNING

THE UNIVERSITY OF TORONTO — The Department of Geography and Programme in Planning invites applications for a tenure stream, Assistant Professor in Planning with special interests in Urban Design. Please see our ad under Geography.

POLITICAL ECONOMY

CARLETON UNIVERSITY — Subject to budgetary approval the Institute of Political Economy invites applications annually from distinguished senior scholars, women and men, to teach some aspect of political economy at the graduate level as a Visiting Professor for a 2–8 month period. The applicant should have a record of systematically recognized published scholarship, and offer work of an interdisciplinary character attracting students from several disciplines. Applications in any calendar year by December 31, to the Director, Institute of Political Economy, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6. All qualified candidates are encouraged to apply. The applications of Canadians and Permanent Residents will be considered first. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

POLITICAL SCIENCE

THE UNIVERSITY OF GUELPH — The Department of Political Science invites applications for one tenure-track appointment in Public Administration/Management and Public Policy. The appointment will be at the Assistant Professor level. Appointment is effective July 1, 2002 or as negotiated. The candidates should expect to be able to teach large undergraduate courses in public administration and public policy. The capacity to teach empirical methods and/or in the field of justice and security policy would be an asset. The Department of Political Science participates with the Department of Sociology and Anthropology in a joint program in Criminal Justice and Public Policy. It also offers a stream in the Bachelor of Commerce in Public Management. A solid research and publication record is expected, as is evidence of solid teaching capabilities. Applications will only be considered from candidates who have completed a PhD. Applicants should ensure that three letters of recommendation are sent directly to the address below. Applicants should also submit a current curriculum vitae, teaching dossier, and cover letter stating their research interests by no later than February 8, 2002 to: Ken Woodside, Chair, Department of Political Science, University of Guelph, Guelph, Ontario, N1G 2W1, Canada. Fax: 519-837-9561, E-mail: kwoodsid@uoguelph.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. This appointment is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

CONCORDIA UNIVERSITY — The Faculty of Arts of Science, has up to five limited-term appointments available to teach introductory courses in Political Science. Please see our full-page display ad in this issue.

THE UNIVERSITY OF REGINA — The Department of Political Science invites applications for two twelve-month term positions at the rank of Assistant Professor, commencing July 1, 2002. Applicants would be expected to teach Introductory Political Science, as well as undergraduate courses in Ireland and one of the Department's primary fields of Canadian Politics, Comparative Politics, International Relations and Political Theory. Applicants should have a PhD or expect completion in 2002, a commitment to excellence in teaching, and an active research program. Applicants should submit curriculum vitae, and arrange for the forwarding of three letters of reference and graduate transcripts to Dr. Murray Knuttila, Dean, Faculty of Arts, University of Regina, Regina, Saskatchewan S4S 0A2, Fax (306) 585-5368. Closing date for applications is February 15, 2002. Academic inquiries may be addressed to Dr. Howard Leeson, Acting Chair, Department of Political Science, University of Regina, Regina, Saskatchewan S4S 0A2, Email: howard.leeson@uregina.ca, Phone: (306) 585-4400, Fax: (306) 585-4815. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Regina is committed to employment equity.

SAINT MARY'S UNIVERSITY — The Department of Political Science invites applications for a tenure-track position at the Assistant Professor rank in the field of International Relations, effective July 1, 2002. The successful candidate must specialize in international organization / political economy. Preference will be given to candidates with a particular interest and experience in critical international relations theory. In addition to having a completed PhD, applicants must have a demonstrated commitment to undergraduate teaching and scholarly research. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Saint Mary's University encourages applications from women, aboriginal peoples, visible minorities and people with disabilities. Candidates are asked to forward a curriculum vitae and the names of three referees to Dr. Leonard Preyra, Chair, Department of Political Science, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3, Fax (902) 420-5181, Email: leonard.preyra@stmarys.ca

POLITICAL STUDIES

QUEEN'S UNIVERSITY — The Department of Political Studies invites applications for a full-time position to start 1 July 2002. We are seeking either a scholar at the assistant or associate professor level whose area of teaching and research is in political theory, or an assistant professor whose area of teaching and research is in Canadian politics. The successful candidate will hold a PhD in political science and be qualified to teach courses ranging from a large second-year introductory course to fourth-year and graduate seminars. Criteria of selection include demonstrated excellence in research and teaching, fit of research interests with departmental resources and needs, and potential for collegial service. Salary will be commensurate with qualifications and experience. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. Applications including a curriculum vitae, copies of recent publications and letters from three referees should be sent to Dr. Charles C. Pentland, Acting Head, Department of Political Studies, Queen's University, Kingston, Ontario K7L 3N6. The closing date for applications is 15 February, 2002.

POPULAR CULTURE & FILM

BROCK UNIVERSITY — The Department of Communications, Popular Culture and Film invites applications for a probationary (tenure-track) appointment in Communications Theory and Information Technology at the rank of Assistant Professor, effective July 1, 2002. The position is subject to final budgetary approval. A thriving interdisciplinary unit with more than 400 majors, the Department offers, together with its programs in Film Studies and Popular Culture, an undergraduate specialization in four streams of Communications, Media and Culture, Communications Policy, Business Communications, and Information Technology (for more information see our website http://www.brocku.ca/cpcf/). The Department is also the major participant in the University's Interdisciplinary MA Program in Popular Culture. A recently completed PhD in a relevant social science discipline or in information science is required, together with evidence of successful teaching experience and research potential. In addition to undergraduate teaching in courses such as Communications Theory and Technology and Culture, the successful candidate will be expected to contribute to curriculum development, develop a strong externally-funded program of research and scholarship in the area of expertise, and participate fully in the affairs of the Department. Applicants should submit by 30 January 2002, a letter of application, accompanied by a curriculum vitae, a plan of proposed research, summaries of teaching evaluations, and selected reprints and pre-prints of published work, and arrange for three letters of reference to be sent to: Professor Jim Leach, Chair, Department of Communications, Popular Culture and Film, Brock University, St. Catharines, ON L2S 3A1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men candidates are equally encouraged to apply. More information on Brock University can be found on the University's website www.brocku.ca.

PSYCHOLOGIE

LE COLLÈGE MILITAIRE ROYAL DU CANADA — Le département de psychologie militaire et de leadership recherche des candidats pour combler un poste de professeur adjoint conduisant à la permanence. Une nomination au niveau de chargé de cours pourrait être envisagée dans le cas de candidats exceptionnels qui en sont aux dernières étapes d'un programme de doctorat. Les qualifications requises sont requises : détenir un doctorat en psychologie, posséder une expérience acceptable de l'enseignement et un dossier acceptable de publications. Par ce concours le département cherche à élargir son éventail de cours et ses domaines de recherche, donc le candidat retenu offrira au département des habilités et une expérience à caractère unique. Le département est intéressé (mais pas exclusivement) par des candidats dont l'expertise est reliée à la psychologie de la santé, du développement, de l'éducation/formation et cognitive. En plus d'enseigner certains cours offerts par le département, on demandera au candidat retenu de développer et d'enseigner d'autres cours de psychologie ayant une certaine pertinence militaire. Tout l'enseignement est offert en français, mais il s'agit d'un poste bilingue qui requiert l'habilité de lire, comprendre et communiquer de vive voix dans les deux langues officielles avec un profil linguistique PPP/PPP. La préférence sera accordée à la dotation du poste bilingue, mais une liste d'admissibilité pourrait être établie, et les candidats admis au concours pourraient être évalués aux fins de la dotation de postes similaires dont les exigences linguistiques peuvent varier. Pour obtenir d'autres renseignements au sujet de cette occasion d'emploi, les candidats sont priés de communiquer avec le lieutenant-colonel Bradley, chef du département de psychologie militaire et de leadership, au numéro (613) 541-6000, poste 6304, ou par courriel à l'adresse Internet suivante: bradley-p@rmc.ca. Pour plus d'information au sujet du département de psychologie militaire et de leadership, consultez la page Web du CMR à l'adresse http://www.rmc.ca/academic/registrar/programme/mil-faculty_f.html. L'échelle salariale est de 40,948$ à 68,008$ par année plus une indemnité provisoire annuelle de 2,200$ pour 2001/2002. Le salaire de départ sera établi en fonction de l'expérience et des qualifications. La nomination sera assujettie à une période de probation de trente-six mois. Les candidats intéressés doivent faire parvenir leur curriculum vitae incluant une lettre d'accompagnement et trois lettres de recommandation à: Mme Sherry Durocher, Bureau des Ressources humaines civiles (Kingston), Base des forces canadiennes Kingston, C.P. 17000 Succursale Forces, Kingston, ON K7K 7B4, Téléphone: (613) 541-5010 poste 5694, Fax: (613) 541-4496, Courriel électronique : s.durocher@dnd.ca. La date prévue d'entrée en fonction est le 1er juillet 2002. La date limite d'acceptation des candidatures est fixée au 28 février 2002. Selon la loi sur l'emploi dans la fonction publique, la préférence sera accordée aux citoyens et citoyennes du Canada. Les personnes qui ont obtenu un diplôme d'études à l'étranger doivent prouver qu'il est l'équivalent des diplômes canadiens. Pour de plus amples renseignements à ce sujet, veuillez consulter le Centre d'information canadien sur les diplômes internationaux à l'adresse suivante http://www.cmec.ca/cicic/. Le Collège militaire royal du Canada est une institution mixte et bilingue. Ce poste est offert également aux femmes et aux hommes. This information is also available in English.

PSYCHOLOGY

THE UNIVERSITY OF NEW BRUNSWICK, SAINT JOHN — The Department of Psychology invites applications for a 9 month term sabbatical replacement position in Psychology at the Assistant Professor level, commencing August 19, 2002. The successful applicant will instruct courses in Perception, Statistics, and Introductory Psychology. The department offers undergraduate programmes in Psychology, Bio-Psychology, and Sport and Exercise Psychology, and a MA in Experimental Psychology. The department also actively participates in a PhD programme in clinical, general, and experimental psychology with the Department of Psychology on the Fredericton campus of UNB. The department has a strong background in experimental psychology and solid links with a centre for research in criminal justice and the local regional hospital. A PhD (or near completion) is required. Salary will be based upon qualifications and experience. Applications, with curriculum vitae and the names and addresses, including email, of three referees, should be sent to: Dean of Arts, University of New Brunswick, P.O. Box 5050, Saint John, NB E2L 4L5. The preferred deadline for the receipt of applications is February 1, 2002, however, applications will be considered until the position is filled. Questions concerning this position may be directed to Dr. Alexandra Wilson, Chair, Department of Psychology, at awil@unbsj.ca. In accordance with Canadian immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity.

BRANDON UNIVERSITY — The Department of Psychology invites applications for a tenure track position in the general area of Industrial/Organizational Psychology, subject to budgetary approval. Candidates should have a PhD in Industrial/Organizational Psychology, or Applied or Experimental Social Psychology, with a background in Organizational Psychology. The duties will include teaching courses in Organizational Psychology, Motivation, and one other area of interest as determined by the Department. The successful candidate will also be expected to supervise honours students and engage in a program of research. Application deadline: January 31, 2002 or until position is filled. Date of Appointment: August 1, 2002. Salary and Rank Commensurate with the candidate's qualifications and experience. Please send curriculum vita, transcripts, and the names of three references to: Dr. Janet S. Wright, Dean of Science, Brandon University, Brandon, Manitoba R7A 6A9. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. In accordance with Canadian Immigration Regulations, this advertisement is directed primarily to Canadian Citizens and permanent residents. Both women and men are encouraged to apply.

BRANDON UNIVERSITY — The Department of Psychology invites applications for a tenure track position in the general area of Developmental/Child Psychology, subject to budgetary approval. Candidates should have a PhD in Developmental/Child Psychology or a related area. The duties will include teaching courses in Child Psychology, Introductory Psychology, and one other area of interest as determined by the Department. The successful candidate will also be expected to supervise honours students and engage in a program of research. Application deadline: January 31, 2002 or until the position is filled. Date of Appointment: August 1, 2002. Salary and Rank Commensurate with the candidate's qualifications and experience. Please send curriculum vita, transcripts, and the names of three references to: Dr. Janet S. Wright, Dean of Science, Brandon University, Brandon, Manitoba R7A 6A9. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. In accordance with Canadian Immigration Regulations, this advertisement is directed primarily to Canadian Citizens and permanent residents. Both women and men are encouraged to apply.

DALHOUSIE UNIVERSITY Pediatric Health/Developmental Research. The Department of Psychology at Dalhousie University and the IWK Health Centre are seeking an Assistant Professor (probationary tenure-track), subject to budgetary approval, to support the research of the Pediatric Pain Research Lab at Dalhousie University and the IWK Health Centre. The lab is active in many aspects of pediatric pain and also has a strong presence in distance treatment of child health problems. The applicant will show clear evidence of outstanding research potential and be committed to developing a program of research on some aspect of pediatric pain, distance treatment or related phenomena. A strong research environment and excellent facilities will support the work of the successful applicant. The successful applicant will teach in the Department of Psychology. Clinical opportunities at the IWK Health Centre are available. Applicants for this position should possess a PhD and perhaps postdoctoral experience in a relevant discipline which is likely to be clinical, developmental, experimental or social psychology but might be in a cognate discipline. Submit a letter of application, a curriculum vitae, copies of publications, and have three letters of reference sent to: Dr. Donald Mitchell, Acting Chair of the Department of Psychology, Dalhousie University, Halifax, Nova Scotia, Canada, B3H 4J1, or by fax 902-494-6585 or e-mail D.E.Mitchell@dal.ca. Inquiries to Dr. Mitchell (tel 902-494-3839) are welcome. A short list will be drawn up on the basis of applications received by February 1, 2002, although applications may still be considered after that date until the position is filled. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal peoples, persons with disability, racially visible persons and women. All qualified candidates are encouraged to apply, however Canadians and permanent residents of Canada will be given priority.

THE ROYAL MILITARY COLLEGE OF CANADA — The Military Psychology and Leadership Department of the Royal Military College of Canada invites applications for a tenure track position at the level of Assistant Professor. An appointment at the Lecturer level may be considered for outstanding candidates who are in the final stages of a PhD program. The required qualifications are a PhD in Psychology, acceptable teaching experience, and an acceptable record of publications. With this competition, the department is seeking to broaden its range of courses and scholarship, therefore the successful candidate will bring unique skills and experience to the department. The department is interested in (but not exclusively) candidates with expertise in health, development, education/training, and cognitive psychology. In addition to teaching some of the courses currently offered by the department, the successful candidate will be expected to develop and teach other psychology courses with military relevance. Although all teaching will be carried out of French, this is a bilingual position, which requires an ability to read, comprehend and communicate orally in both official languages with a required linguistic profile of PPP/PPP. Preference will be given to staffing the bilingual position. However, an eligibility list may be established and candidates who apply for this competition may be assessed to staff similar positions with various linguistic requirements. For further information on this employment opportunity, candidates are invited to contact Lieutenant-Colonel Bradley, Head of the Department of Military Psychology and Leadership at (613) 541-6000, extension 6304 or by email at bradley-p@rmc.ca. For information about the Department of Military Psychology and Leadership, please consult the RMC web page at http://www.rmc.ca.academic/registrar/programme/mil-faculty_e.htm. The salary range for 2001/2002 is from $40,948 to $68,008 per annum plus an annual Terminable Allowance of $2,200. Starting salary will be commensurate with experience and qualifications. The appointment will be subject to a thirty-six month probationary period. Interested candidates should forward their curriculum vitae including a covering letter and three letters of recommendation to Ms. Sherry Durocher, Civilian Human Resources Office, Canadian Forces Base Kingston, PO Box 17000, Station Forces, Kingston, ON K7K 7B4, Phone: (613) 541-5010, extension 5694, Fax: (613) 541-4496, Email: s.durocher@dnd.ca. The expected starting date for the position is 1 July 2002. The closing date for applications is 28 February 2002. In accordance with the Public Service Employment Act, preference will be given to Canadian citizens. Candidates with foreign educational credentials are required to provide proof of Canadian equivalency. You may consult the Canadian Information Centre for International Credentials at http://www.cmec.ca/cicic/ for further information. The Royal Military College of Canada is a coeducational and bilingual institution, and this position is offered equally to women and men. Vous pouvez obtenir ces renseignements en français.

THE UNIVERSITY OF REGINA — The Department of Psychology invites applications for two tenure track positions. 1. An Assistant Professor in clinical psychology to commence July 1, 2002. Applicants should have a PhD in clinical psychology from a CPA or APA accredited program, with a preference for specialization in child or adolescent clinical psychology. Applicants with other areas of clinical specialization are also encouraged to apply. The successful candidate should show clear promise of excellence in both teaching and research, and be eligible for registration as a Clinical Psychologist in the province of Saskatchewan. Duties of the successful candidate will include teaching at the undergraduate and graduate levels, supervision of both undergraduate and graduate theses, and participation in departmental activities. The ability to teach courses in developmental psychology across the lifespan would be an asset. The program in Clinical Psychology is strongly committed to the scientist-practitioner model and we are currently in the process of seeking accreditation from the Canadian Psychological Association for our clinical program. We also have established graduate programs in Cognitive and Behavioural Science, and General Psychology. The Department maintains good relations with a number of health care, research, and other educational facilities both within Regina and throughout the province. For more details about the university, visit our web site at http://www.uregina.ca. Applicants are invited to submit a curriculum vitae, reprints or preprints, teaching evaluations (if available) and to arrange for the forwarding of three letters of reference supporting teaching, research scholarship, and clinical experience to: Dr. Murray Knuttila, Dean, Faculty of Arts, University of Regina, Regina, SK, Canada, S4S 0A2, fax (306) 585-5368. 2. An Assistant Professor, in behavioural neuroscience to commence July 1, 2002. Applicants should have a PhD and show clear promise of excellence in both teaching and research. Duties of the successful candidate will include teaching undergraduate and graduate courses in biological foundations of behavior and human neuroscience, supervision of both undergraduate and graduate theses, and participation in departmental activities. The successful candidate would be expected to develop a program of research in behavioral neuro-

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Queen's University

Canada Research Chair
Department of Chemistry

The Department of Chemistry, Queen's University, invites applications for two faculty appointments, one as a Tier I Canada Research Chair and another as a Tier II Canada Research Chair. The rank and salary will be commensurate with qualifications and experience. Preference will be given to scholars in the early- or mid-career stages. The main criteria of interest to the selection committee are academic excellence, recognized expertise in analytical, inorganic, organic, physical or theoretical chemistry, and fit with one or more of four research areas targeted for development by the Department: materials science; biological/medicinal chemistry; environmental/analytical chemistry; and computational chemistry. Applications are especially encouraged in the biological/medicinal area or from those with expertise in inorganic chemistry. The appointment is contingent upon the applicant competing successfully, internally and externally, for a Tier I or Tier II Canada Research Chair.

Applications should include a curriculum vitae, a statement of teaching experience and philosophy, and a statement of research interests including research proposals. It is the responsibility of applicants to have letters from at least three referees sent directly to the address below. Applicants should indicate to the Department and to their referees whether they are seeking a Tier I or a Tier II level appointment. The deadline for completed applications, including letters of reference, is **February 28, 2002**. The nominal starting date is July 2003.

Applications and letters of reference should be sent to:

Dr. David M. Wardlaw, Head,
Department of Chemistry,
Queen's University, Kingston,
Ontario, Canada, K7L 3N6.

Further information about this opportunity can be obtained by contacting the Head at 613-533-2624 or head@chem.queensu.ca. Additional information on the Department of Chemistry can be found at www.chem.queensu.ca.

Queen's University is committed to employment equity and welcomes applications from all qualified men and women, including visible minorities, aboriginal people, persons with disabilities and persons of a diversity of sexual orientation. Canada Research Chairs are open to individuals of any nationality.

science, with a preference for human research. We have established graduate programs in Cognitive and Behavioural Science, General, and Clinical Psychology. The Department maintains good relations with a number of health care, research, and other educational facilities both within Regina and throughout the province. For more details about the university, visit our web site at http://www.uregina.ca. Applicants are invited to submit a curriculum vitae, reprints or preprints, teaching evaluations (if available) and to arrange for the forwarding of three letters of reference supporting both teaching and research scholarship to: Dr. Murray Knuttila, Dean, Faculty of Arts, University of Regina, Regina, SK, Canada, S4S 0A2 Fax (306) 585-5368. Inquiries about the positions should be directed to: Dr. William Smythe, Head, Department of Psychology, University of Regina, Regina, SK, Canada, S4S 0A2 Phone (306) 585-4157, e-mail: william.smythe@uregina.ca. The deadline for applications is January 31, 2002. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Regina is committed to employment equity.

CONCORDIA UNIVERSITY — The Faculty of Arts and Science, has up to four limited-term appointments available in its Department of Psychology. Please see our full-page display ad in this issue.

THE UNIVERSITY OF PRINCE EDWARD ISLAND — Subject to final budgetary approval, the Department of Psychology seeks applicants for a tenure stream position at the Assistant Professor rank, to start 1 July 2002. PhD required. The Department includes 10 full-time faculty members with diverse research interests and a commitment to student-centered teaching, and an energetic student body of Psychology majors and honours students. We are especially interested in candidates with teaching and research interests in the Psychology of Women. Ability to teach Statistics and Social Psychology would be an asset. The Department also is open to reviewing applications from candidates with excellent teaching and scholarly potential in research areas other than those noted here. Please see our website at www.upei.ca/~psych/. Applications, addressing teaching and scholarly strengths, should be forwarded with three letters of reference to: Dr. Catherine L. Ryan, Chair, Department of Psychology, University of Prince Edward Island, Charlottetown, PE, C1A 4P3. Applications will be accepted until February 1, 2002. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UPEI offers equal employment opportunities to qualified male and female applicants.

WILFRID LAURIER UNIVERSITY — The Psychology Department invites applications for several 12-month limited term faculty positions, subject to budgetary approval, beginning July 1, 2002. Hiring decisions will be made on the basis of teaching ability, fit with departmental needs, and research potential. The appointees will be expected to teach introductory psychology and courses in one or more of the following areas: biopsychology, human cognition, sensation/perception, social psychology and/or research methods. Applicants should hold a PhD, and provide evidence of commitment to excellence in teaching. Applications should send a curriculum vitae, copies of recent publications, a statement regarding teaching experience and interests, a statement of current and prospective research interests, and three letters of reference to Dr. Angelo Santi, Chair, Department of Psychology, Wilfrid Laurier University, Waterloo, Ontario, Canada N2L 3C5 (email: asanti@wlu.ca). Applications will be accepted until February 15, 2002, or thereafter until all of the positions are filled. Applicants can learn more about the Department and current faculty interests at our website http://www.wlu.ca/~wwwpsych/. In accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be considered first for this position. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

THE UNIVERSITY OF NEW BRUNSWICK (Saint John Campus) — The department of Psychology is seeking to nominate one woman candidate for a position in Bio-Psychology for an NSERC University Faculty Award in the Fall 2002 competition. A successful nominee will assume a tenure track Assistant Professor position commencing July 1, 2003 and will receive a reduced teaching load over the course of their award. The candidate is expected to make a strong contribution to the Bio-Psychology undergraduate program and to participate in undergraduate and graduate programs. The University Faculty Award was created by NSERC to encourage Canadian universities to appoint promising woman researchers to tenure track positions in science and engineering. In accordance with NSERC regulations, an applicant must be female and must be either a Canadian citizen or a permanent resident of Canada. Applicants must have either a doctorate degree or have completed all the requirements for the doctorate by July 1, 2002. Applicants should send a cv, a statement of teaching and research interests, and the names and addresses of three referees to: Dr. Robert MacKinnon, Dean of Arts, University of New Brunswick, Saint John, NB, E2L 4L5. Applications should be received before March 1, 2002. In accordance with Canadian immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity.

THE UNIVERSITY OF WINDSOR invites applications for three tenure-track faculty positions in the Department of Psychology in the areas of Applied Developmental/Clinical Neuropsychology, Clinical Neuropsychology and Clinical Psychology commencing July 1, 2002. Subject to budgetary approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact, Dr. Shelagh Towson, Head, Psychology, University of Windsor, Windsor, ON, N9B 3P4, Tel. 519.253.3000, Ext. 2215; Fax 519.973.7021, Email: towson@uwindsor.ca.

SAINT MARY'S UNIVERSITY — Applications are invited for a tenure-track appointment at the Assistant Professor level starting July 1, 2002. This is a new position in an expanding Department. Candidates are expected to have a PhD in psychology or to be near completion of the degree. The area is broadly open, but teaching and research skills in applied psychology. Candidates must have strong methodological/analytical skills, and evidence of potential research productivity and teaching excellence. We are particularly interested in candidates with active research interests related to motivation, personality, health psychology (especially occupational health/work stress), or industrial/organizational psychology (particularly leadership and career development). The successful applicant will be expected to teach at both the undergraduate and graduate levels in their specialty area and in core psychology courses such as introductory, statistics and psychometrics. The successful applicant will be expected to conduct and supervise research and to contribute to the Department's graduate program in industrial/organizational psychology. In addition to a Master of Science degree in Applied Psychology (Industrial and Organizational), the Department offers a major and honours curriculum and a certificate program in Human Resource Management. The successful applicant will also have the opportunity to participate in the University's new doctoral program in Management (Human Resources) offered through the Frank H. Sobey Faculty of Commerce. Candidates should present evidence, commensurate with experience, of research excellence, scholarly productivity, and preparation for teaching and research supervision at both the graduate and undergraduate levels. Although candidates of all nationalities are encouraged to apply, Canadian Immigration policy requires that priority consideration be given to qualified Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal peoples, visible minorities, and people with disabilities. Saint Mary's University is located in the historic port city of Halifax, Nova Scotia, a vibrant, urban community of over 300,000 people. Halifax is a major educational centre for Atlantic Canada and is home to five universities. It is conveniently located to recreational areas and to other major urban centres in Canada and the Northeastern United States. For information about the University and the Department please see our website at http://www.stmarys.ca. Applicants should furnish a curriculum vita, copies of reprints, a letter describing teaching and research interests, and three letters of reference (sent directly by referees) to: Dr. Vic Catano, Department of Psychology, Saint Mary's University, Halifax, NS B3H 3C3. Telephone: (902) 420-5845. Fax (902) 496-8287. Email: vic.catano@stmarys.ca. Review of applications begins immediately and will continue until the position is filled.

RECREATION & LEISURE STUDIES

BROCK UNIVERSITY — The Department of Recreation and Leisure Studies invites applications for a probationary tenure-track position at the assistant professor level effective July 1, 2002. Candidates should have a Doctorate in recreation and leisure studies or a related field. Preference will be given to those candidates who can assist in teaching and who conduct research in one or more of the following areas: tourism (administration or planning and development), management of leisure services, and/or research methods. A letter of application, a curriculum vitae, and the names of three referees should be submitted to Dr. David Fennell, Chair, Department of Recreation and Leisure Studies, Faculty of Applied Health Sciences, Brock University, St. Catharines, Ontario, L2S 3A1. Closing date for applications is February 15, 2002 or until a suitable candidate is found. This position is subject to final budgetary approval. All qualified candidates are encouraged to apply, however, Canadian and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men candidates are equally encouraged to apply. More information on Brock University can be found on the University's website www.BrockU.ca

REHABILITATION MEDICINE

THE UNIVERSITY OF ALBERTA — A tenure track position is available in Rehabilitation and Assistive Technology at the Assistant Professor level in the Faculty of Rehabilitation Medicine, University of Alberta with a joint appointment in the Department of Rehabilitation Technology at the Glenrose Rehabilitation Hospital. Research laboratory space will be made available both at the University of Alberta and at the Glenrose. A PhD (or equivalent) in rehabilitation engineering, rehabilitation neuroscience and/or biomedical engineering is required. Additional requirements are documented experience in applied rehabilitation science research. Successful application for external research funding is expected. The Faculty offers two undergraduate and six graduate degrees, including an interdisciplinary PhD degree in rehabilitation science. The Faculty also participates in the Centre for Neuroscience, and a PhD in biomedical engineering (BME). Research within the Faculty includes studies on children with developmental disabilities, neurophysical mechanisms in movement disorders, spinal disorders and telerehabilitation. The Glenrose Rehabilitation Hospital is devoted primarily to tertiary rehabilitation service provision to adults and children as well as rehabilitation research and education. The Rehabilitation and Assistive Technology Service encompasses assistive device service (ADS), rehabilitation engineering, prosthetics, orthotics and specialized seating. A newly renovated centre for assistive device services and research recently opened. The position carries expectations for teaching, research and service that are common to all tenure track positions at the University of Alberta. Research and service expectations at the Glenrose include research participation in the ADS, a service providing client services in AAC, computer access, EADL, powered mobility and educational and vocational access for persons with disabilities. Applications: Please include a letter of intent, current curriculum vitae and the names and addresses of at least three persons who can be contacted for letters of reference. Enquiries and application materials should be made to: Albert M. Cook, PhD, Dean, Faculty of Rehabilitation Medicine, 3-48 Corbett Hall, University of Alberta, Edmonton, Alberta, Canada, T6G 2G4. Position start date: July 1, 2002 (negotiable). Applications will be accepted until position is filled. Rank and salary are commensurate with qualifications and experience. The search arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

RELIGIOUS STUDIES

MEMORIAL UNIVERSITY OF NEWFOUNDLAND — Subject to budgetary approval, applications are invited for one eight-month teaching-term appointment, at the rank of Lecturer or Assistant Professor, to begin September 1, 2002. Candidates must have a graduate degree, preferably the PhD, in Religious Studies. The successful candidate will be required to teach introductory courses in world religions, and upper level courses in the area of their specialization. Candidates should indicate their research specialization and provide evidence of teaching excellence. The closing date for applications is February 28, 2002. Please send applications, together with a curriculum vitae and the names of three referees to: Dr. Michael DeRoche, Head, Department of Religious Studies, Memorial University of Newfoundland, St. John's, NF, Canada, A1C 5S7, Fax: (709) 737-8166, E-mail: mderoche@mun.ca. Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a safe, friendly city with great historic charm, a vibrant cultural live, and easy access to a wide range of outdoor activities. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. In accordance with Canadian immigration regulations, this advertisements is directed to Canadian citizens and permanent residents of Canada.

DALHOUSIE UNIVERSITY invites applications for a limited-term appointment at the level of Lecturer or Assistant Professor for the period 1 July 2002 to 30 June 2004, subject to budgetary approval. The candidate will be expected to teach within an undergraduate curriculum organized around the great religious traditions of East and West, and within specifically expected to teach in the course of each year two semester-long broadly introductory classes at the first-year level, two semester-long core classes at the second-year level dealing with two of Hinduism, Buddhism, Chinese/Japanese Religion, and two semester-long classes at the third-year level dealing with several religions (East and West) in the context of a single theme. Details may be found at http://www.registrar.dal.ca/calendars/ugrad/comf. The successful candidate will hold a PhD or its equivalent, will have a research specialty in at least one Eastern religious tradition, and will be able to teach across a broad range of all the world's religious traditions. Evidence of interest in interdisciplinary study will be an asset. Candidates should submit a complete and updated curriculum vitae, a statement of teaching and research interests, a teaching dossier, a sample of their scholarly writing, and three letters of reference to: Dr. Tom Faulkner, Chair, Appointments Committee, Department of Comparative Religion, Dalhousie University, Halifax, Nova Scotia, B3H 4P9, Fax: 902-494-1957, by 31st January 2002. Inquiries about the position may be made by e-mail to: tom.faulkner@dal.ca. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

ST. JEROME'S UNIVERSITY — The Department of Religious Studies, in conjunction with the Studies in Sexuality, Marriage and the Family Interdisciplinary Program, invites applications for a two-year contract position at the level of Assistant Professor beginning July 1, 2002. There is the possibility that this will become a tenure-track position in July 2004. A successful candidate should be prepared to teach introductory courses on two or more of the following areas: social ethics, social justice, eastern religions, Christian ethics and Christian church history. Additional expertise in couple and family relationships, counselling, or human sexuality is especially welcome. St. Jerome's University is a publicly-funded Roman Catholic liberal arts institution, fully federated with the University of Waterloo. We emphasize teaching excellence in a student-centered atmosphere and a spirit of collegiality befitting a multi-disciplined environment. Applications from persons who are familiar with and supportive of the traditions of the Roman Catholic faith are especially encouraged to apply. Candidates should have their PhD by the time of appointment. The minimum starting salary for an Assistant Professor, as of May 1, 2001, is $47,116. Applicants should submit a letter of intent, a curriculum vitae, a statement of teaching and research interests and arrange for three reference letters to be sent to: Dr. Cristina Vanin, Chair, Department of Religious Studies and Director, Studies in Sexuality, Marriage and the Family, St. Jerome's University, Waterloo, Ontario, Canada, N2L 3G3. The closing date for applications is February 15, 2002. St. Jerome's University is committed to equity of employment and encourages applications from all qualified individuals, including women, members of visible minorities, native persons, and persons with disabilities. Canadian citizens and Permanent Residents will be considered first for this position.

CONCORDIA UNIVERSITY — The Faculty of Arts and Science, has up to three limited-term appointments available, one each in Judaic Studies, Hindu Studies and East Asian Religions. Please see our full-page display ad in this issue.

THE UNIVERSITY OF PRINCE EDWARD ISLAND — Subject to final budgetary approval, the Department of Religious Studies seeks applications for a tenure stream position at the Assistant Professor rank, to start 1 July 2002. PhD required. We seek applicants with a commitment to excellence in undergraduate liberal education, and with scholarly expertise in traditional and contemporary Western religion. The scope of the position is centred on the religious thought and practice of the Judaeo-Christian traditions, their role in shaping the civilizations of Europe and Western hemisphere, and the opportunities and challenges presented for them by modernity, secularism, and globalization. Historic and contemporary relations between the West and Islam could also figure prominently in the work of such a scholar. The successful applicant will join two other full-time faculty members, one of whom specializes in Biblical Studies and new religious movements, the other in East Asian religions and comparative religion. The Department has completed recently a Faculty review which affirmed the role of the discipline at UPEI, and the importance of its contributions in interdisciplinary studies. Applications should address teaching and scholarly strengths, applications and three letters of reference should be forwarded to: Dr. Philip Davis, Chair, Department of Religious Studies, University of Prince Edward Island, Charlottetown, PE C1A 4P3, davis@upei.ca, 902-566-0505. Applications will be accepted until February 1, 2002. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UPEI offers equal employment opportunities to qualified male and female applicants.

SCIENCE EDUCATION

THE UNIVERSITY OF MANITOBA — The Department of Curriculum, Teaching and Learning invites applications for one full-time tenure track position in the area of science education at the middle (5-8) and senior years (9-12) levels. The position is subject to final budgetary approval, at the Assistant/Associate Professor level, effective July 1, 2002. Applicants must have a doctorate, successful related teaching experience, and a record of research and publication. The ability to teach senior years chemistry curriculum is preferred. Some experience in an additional curriculum or cognate area would be an asset. Salary range is currently under review and dependent on qualifications and experience. Responsibilities include 1) teaching undergraduate and graduate courses, 2) supervising undergraduate practica and advising graduate students, 3) working collaboratively as a member of a program team, 4) conducting and publishing research, and 5) participating in the faculty's service activities, including providing leadership within the university and larger community (i.e. school system, department of education, and professional science education organizations). The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Further information concerning the department, university or city can be obtained by visiting the following websites: www.umanitoba.ca or www.city.winnipeg.mb.ca/city. Letters of application, complete with curriculum vitae, teaching dossier (i.e. course outlines, statement of teaching philosophy), transcripts, and three letters of reference should be forwarded to: Dr. Francine Morin, Acting Head, Department of Curriculum, Teaching and Learning, Room 261 Faculty of Education, University of Manitoba, Winnipeg, MB R3T 2N2, Telephone (204) 474-9054, Fax (204) 474-7550, Email fmorin@cc.umanitoba.ca. The closing date for applications is February 28, 2002.

SOCIAL WORK

DALHOUSIE UNIVERSITY — Applications are invited for two full-time, and one half-time probationary tenure track positions at the Assistant Professor level, commencing August 1, 2002. For the half time position, the School is prepared to consider persons interested in a half-time or in a joint appointment with another academic department or an agency. This appointment would nominally be at the assistant professor level. Alternatively, the position may be combined with other School resources to make possible a full-time appointment at the associate or full professor level. The successful candidates will be expected to teach in the BSW and/or MSW programs, on site and distance. The School offers a generic BSW, which includes core courses such as social work theory and practice, social policy and cross-cultural issues. The MSW offers concentrations in family/child welfare, physical and mental health, and community work. Both the BSW and MSW incorporate an analysis of systemic inequalities pertaining to social factors such as class, gender, sexual orientation, race and disability, tool social policy and social work practice in a knowledge of political economy, and seek to develop practitioners who are effective in personal and community change. Both degree programs are offered on campus in Halifax, and by distance education to students across Canada. Applicants should normally have a PhD or equivalent in social work or a related field, as well as demonstrated achievement in research and scholarly work. Candidates should also submit evidence of effectiveness in teaching, social work practice or social policy appropriate to their experience. Because of the diversity of our student population and constituencies in the Maritime region, the School is making special efforts to increase the diversity of its faculty. The Selection Committee will consider Aboriginal and African Canadian applicants with Master's level qualifications or a doctorate in progress who are prepared to complete doctoral studies in the early years of their appointment. These positions are subject to budgetary approval in accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and permanent residents of Canada. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible people and women. Applications, including a curriculum vitae and the names of three academic and professional references, should be sent to the address below. The closing date for applications is March 1, 2002. Dr. Wanda Thomas Bernard, Director, Maritime School of Social Work, Dalhousie University, Halifax, Nova Scotia, B3H 3J5, Tel 902-494-1190, Fax: 902-494-6709.

THE UNIVERSITY OF WINDSOR invites applications for two tenure-track positions in the School of Social Work in the area of Family and Children, Health, Gerontology, and Social Services commencing July 1, 2002. Subject to budgetary approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact Dr. Frank Hawkins, Director, School of Social Work, University of Windsor, Windsor, ON, N9B 3P4, Tel 519 253 3000, Ext 3067, Fax 519 973 7036, Email fhawkins@uwindsor.ca

THE UNIVERSITY OF BRITISH COLUMBIA — Applications are invited for an Associate Professor, tenure stream position. MSW and PhD required. The position is designed to introduce disabilities teaching into the curriculum and scholarly activity of the School, strengthen links and integrate research themes across social work and family studies and advance interdisciplinary and inter-professional learning with cognate disciplines, professional schools and the community. Demonstrated ability in high quality teaching, excellence in scholarly activity and ability to provide leadership in the community in the disability field are essential. In 1999, the Social Work and Family Studies programs were merged to create the new School of Social Work and Family Studies. Faculty members cooperate and participate in research, joint course development and administrative responsibili-

UNIVERSITY LIBRARIAN

Wilfrid Laurier University

The current University Librarian of Wilfrid Laurier University is stepping down on April 1, 2002 after serving two, five-year terms. The University, therefore, invites applications and nominations for the position of University Librarian. The term is for five years, renewable, and should commence on April 1, 2002 or as soon after as possible.

The University Library provides support for 8,300 full-time students, 2,000 part-time students, 330 full-time faculty members and some 380 part-time instructors in 6 Faculties: Arts, Science, Business and Economics, Music, Social Work and Graduate Studies as well as the Waterloo Lutheran Seminary. The Library also provides support for Laurier's undergraduate satellite campus in Brantford. Laurier Brantford will be graduating its first students in 2002.

The Laurier Library has a collection of approximately 1.4 million equivalent volumes and is the repository for the University Archives. The Library has 51 full-time and part-time staff members, including 13 librarians. Librarians and support staff are covered under separate union contracts. The Library is currently undergoing renovations with an anticipated completion date at the end of 2002.

The Laurier Library is a member of the TriUniversity Group of Libraries (TUG) along with the Universities of Waterloo and Guelph. TUG allows ready access to more than 6,000,000 volumes supported by document delivery. Laurier is also an active member of the Ontario Council of University Libraries (OCUL).

Working in a collegial environment, the University Librarian oversees the operations of the Library, promotes the library's role on campus, and collaborates with TUG partners and OCUL consortium members. The University Librarian reports to the Vice-President: Academic, works as a peer with Deans of Faculties, and is a member of Senate.

The successful candidate will have demonstrated strong leadership and management abilities and a commitment to professional and academic activities. Candidates should have strong interpersonal and communication skills and an understanding of collaborative long-range planning and implementation. Preference will be given to candidates with experience in academic environments and with managing personnel in a unionized environment. Applicants must have an MLS or equivalent degree in library or information science. Advanced degrees in librarianship or other academic disciplines are an asset.

The University welcomes applications from all qualified women and men; however, Canadians and permanent residents will be given priority.

Should you want to learn more about this unique leadership opportunity, call Libby Dybikowski or Cathy O'Reilly at (604) 913-7768 or forward your CV, a letter of introduction and the names of three referees in confidence to Provence Consulting, Suite 202 – 1555 Marine Drive, West Vancouver, BC V7V 1H9 Fax: (604) 913-8356, e-mail search@provenceconsulting.com To apply on line, go to www.provenceconsulting.com *We will communicate with all who express interest.*

Provence consulting inc.

ties. Closing date: January 31, 2002. Applications and curriculum vitae for the position, together with the names of three references, should be forwarded as soon as possible to Professor Graham Riches, Director, School of Social Work and Family Studies, University of British Columbia, 2080 West mall, Vancouver, BC V6T 1Z2, Canada. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Subject to final budgetary approval, the appointment will begin July 01, 2002 or as soon thereafter as approval is received. Please check the School's web page www.swfs.ubc.ca for updates and further information.

SOCIOLOGIE

L'UNIVERSITÉ D'OTTAWA — Un poste de professeur(e) régulier(ère) au rang d'adjoint menant à la permanence à partir du 1er juillet 2002 (sujet à l'approbation budgétaire finale). Sociologue ou anthropologue en début de carrière. Champ de spécialisation ouvert. La capacité d'enseigner dans un ou plusieurs des domaines suivants est un atout : démographie, études urbaines, méthodologie quantitative ou qualitative. Exigences : Doctorat. Excellence démontrée en enseignement et en recherche. Dossier de publications. Capacité d'enseigner en français et en anglais des 1er semestre. Veuillez faire parvenir avant le 1er février 2002 une lettre de présentation décrivant vos intérêts en recherche et en enseignement, un curriculum vitae, un dossier d'enseignement et des publications, et trois (3) noms de référence. Veuillez envoyer le tout à Raymond Murphy, Directeur, Département de sociologie, Université d'Ottawa, 550 rue Cumberland, C.P. 450, Succ. A, Ottawa, Ontario, K1N 6N5. Conformément aux exigences prescrites en matière d'immigration au Canada, la priorité sera accordée aux citoyen(ne)s canadien(ne)s et aux résident(e)s permanent(e)s. L'Université d'Ottawa applique le principe d'équité en matière d'emploi. Le Département encourage les femmes et les membres des communautés minoritaires à présenter leur candidature.

SOCIOLOGY

ALGOMA UNIVERSITY COLLEGE (an affiliate of Laurentian University) invites applications for a tenure track position in the Department of Sociology and Anthropology at the assistant professor level, effective July 1, 2002. The candidate must have a PhD and must be able to teach a broad range of courses including sociological theory, demography and the sociology of labour. Knowledge and understanding of Aboriginal issues will be an asset. Applications will be accepted until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and residents. Algoma University College encourages applications from all qualified women and men, members of visible minorities, Native peoples and people with disabilities. Applicants should send a current curriculum vitae with names and addresses (including email addresses) and telephone numbers of three references to Dr. Jong You, Academic Dean, Algoma University College, 1520 Queen Street East, Sault Ste Marie, Ontario, P6A 2G4.

THE UNIVERSITY OF MANITOBA — The Department of Sociology is committed to excellence in teaching and research. It offers undergraduate programs in Sociology and Criminology and has M.A. and PhD programs. The Department is pleased to invite applications for a full-time tenure-track appointment in Criminology, subject to final budgetary approval, at the Assistant Professor rank. The successful candidate must have a PhD in Sociology or related discipline by the commencement of the appointment and the ideal candidate would have demonstrated competence in teaching and research. Duties for these positions include undergraduate and graduate teaching, research in the candidate's areas of expertise, and service within the University and the community. Student interest in Criminology is very strong at both the undergraduate and graduate degrees. All areas of expertise within the area of Criminology are being considered. We are looking for a colleague who will help broaden the range of expertise in an excellent program. The normal teaching load for Faculty of Arts academic staff members is 15 credit hours per Regular Session. Tenure-track appointees receive reductions in teaching and service for the first two years of their appointment. This appointment will begin on July 1, 2002. Starting salary will be commensurate with experience and qualifications. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Applications are to be sent to Dr. B. Payne, Acting Head, Department of Sociology, 318 Isbister Building, University of Manitoba, Winnipeg, MB, Canada R3T 2N2 by mail or fax 204-261-1216. In order to expedite the selection process, the following documents should be provided to the Search Committee by the closing date: 1) a letter of application, 2) a statement of how the applicant's program of study and research qualifies her/him for the position sought, 3) a brief statement of teaching and research interests, 4) a curriculum vitae, and 5) three confidential letters of reference. Further information about this position, the Department and the University can be found at the Faculty of Arts web page, www.umanitoba.ca/arts/ or the Sociology Department website at http://www.umanitoba.ca/faculties/arts/sociology/ or by e-mailing to payneb@ms.umanitoba.ca. Phone 204-474-9260. Applications must be postmarked no later than February 15, 2002.

BRANDON UNIVERSITY — The Department of Sociology invites applications for a probationary (tenure-track) position, subject to budget. The required qualification for the position is a Doctorate in sociology. Sociologists whose doctorate is in a related interdisciplinary area will also be considered. The successful candidate's primary area of specialization will be in medical sociology or the sociology of health and illness. A secondary area of specialization in one of social organizations, social psychology and/or methodology is required. Candidates whose teaching and/or research interests contribute to Brandon University's focus on rural, northern and aboriginal issues are particularly encouraged to apply. Rank and salary: Commensurate with qualifications and experience. Start date: 1 August 2002. Deadline for applications: 28 February 2002 or until the position is filled. Interested candidates should forward their vitae, the names of three references, and supporting documentation on teaching and research activities to Dr. Scott Grills (grillss@brandonu.ca), Dean of Arts, 270-18th Street, Brandon, Manitoba, Canada R7A 6A9. For additional information about Brandon University please visit our web site www.brandonu.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Both women and men are encouraged to apply.

THE UNIVERSITY OF GUELPH — The Department of Sociology and Anthropology, in the College of Social and Applied Human Sciences at the University of Guelph anticipates making an entry level appointment at the Assistant Professor level in the area of criminology. Appointments are effective July 1, 2002, or as negotiated. The Department offers programs in sociology at both the undergraduate and graduate level. The Department also participates in an interdisciplinary program in International Development, and in an interdisciplinary program in Rural Studies. The successful candidate would be expected to teach courses in the Crime and Public Policy Program jointly offered by the Department of Sociology and Anthropology and the Department of Political Science, and at least one other area of interest to the Department. Prior teaching experience would be considered an asset. In addition to teaching, duties and responsibilities will include graduate student advising, research, participation in faculty meetings, limited administrative service, and other duties as assigned. Applicants will be expected to have completed a PhD, but applicants without a PhD will be considered. Please forward applications directly to: Dr. Tony Winson, Acting Chair, Department of Sociology and Anthropology, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. Fax 519-837-9561. E-mail inquiries may be directed to twinson@uoguelph.ca. Applicants should include each of the following with their application: A cover letter, a current curriculum vitae, a teaching dossier (including sample course outlines, teaching reviews, and a statement of the applicants teaching philosophy), samples of published articles/books, and the names of three referees. Applications should be received by January 31, 2002. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be will be given priority. This appointment is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

TRENT UNIVERSITY — The Department of Sociology invites applications for a tenure track appointment, at the Assistant Professor level, commencing July 1, 2002, subject to budgetary approval. The Department is interested in candidates with a wide range of interests including social regulation, sociology of law, social policy, applied sociology, spatial (urban/rural) sociology, sociology of global processes. All members of the department are expected to be able to teach and develop courses in introductory sociology, theory, methods and statistics. Applicants should have a PhD in Sociology and a demonstrated record of excellence in teaching and research. Submit a letter of application, curriculum vitae, and the names and addresses of three referees to Professor Alan Law, Acting Chair, Department of Sociology, Trent University, Peterborough ON K9J 7B8. Trent University is an employment equity employer, and invites applications from women, aboriginal persons, visible minorities, and disabled persons. Please visit our website (www.trentu.ca) which showcases both the university and Peterborough. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The Deadline for applications is February 1, 2002.

CONCORDIA UNIVERSITY — The Faculty of Arts and Science, has up to three limited-term appointments available in its Department of Sociology and Anthropology. Please see our full-page display ad in this issue.

QUEEN'S UNIVERSITY — The Department of Sociology wishes to nominate an excellent scholar and teacher for a Canada Research Chair in the area of Communication and Information Technologies. The Department has a leading edge program in this area which includes cultural industries, media sociology, telecommunications policy, sociology of science and technology, socio-cultural analyses of computing and biotechnology, sociology of surveillance, work and the new technology, and the sociology of the Internet. This program has interdisciplinary links across the University, and internationally, regularly hosts seminars and workshops, and currently holds several research grants including a SSHRC project entitled Surveillance, Risk Management, and Social Ordering in Global Information Societies. Applicants can apply under the University's designated areas of Information and Communications (Tier I — established researcher) or Society, Culture and Human Behaviour (Tier I or Tier II — established and emerging researcher). Appointments are to start on or after July 1, 2002. For information on the CRC program and the tiers please refer to www.chairs.gc.ca. Nominations/applications must include a full curriculum vitae and a statement of research objectives and teaching interests, as well as the names and full contact information of three referees. Applications are due February 28, 2002. Queen's University is an integral part of the vibrant Kingston community in the heart of the Thousand Islands region of southeastern Ontario. It has a community spirit and amenities unmatched by any other Canadian university. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. Canada Research Chairs are open to individuals of any nationality. Please address all applications to: Dr. Annette Burfoot, Chair, Appointments Committee, Department of Sociology, Queen's University, Kingston, Ontario, K7L 3N6 Canada.

McGILL UNIVERSITY — Applications are invited for two tenure-track appointments at the Assistant Professor level, one in the area of medical sociology and one in gender, commencing September 2002. Ability to teach advanced qualitative or quantitative methods is expected. Knowledge of French is an asset. McGill University is committed to equity in employment. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. For more information on the Department, visit its website at http://www.arts.mcgill.ca/programs/sociology/index.htm. Interested persons should write to: The Chair, Recruitment Committee — Medical Sociology Position or The Chair, Recruitment Committee — Gender Position, (whichever is applicable), Department of Sociology, McGill University, Room 712, 855 Sherbrooke Street West, Montreal, Quebec, Canada, H3A 2T7. Including a curriculum vitae and a sample of work. Candidates should ask three references to send confidential letters on their behalf. Applications should be received by 1 December 2001, but will be accepted until the position is filled. Applicants should send two copies of a CV, a statement of research and teaching interests, and a sample of written work. Applicants should ask three referees to send confidential letters on their behalf. Address applications and other materials to: The Chair, Recruitment Committee — Demography Position, Department of Sociology, Leacock, 712, McGill University, 855 Sherbrooke Street West, Montreal, Quebec, Canada, H3A 2T7. Tel: (514) 398-3093, Fax: (514) 398-3403.

THE UNIVERSITY OF GUELPH — The Department of Sociology and Anthropology, in the College of Social and Applied Human Sciences anticipates making an entry level appointment at the Assistant Professor level in the area of sociology. Appointments are effective July 1, 2002, or as negotiated. The Department offers programs in sociology at both the undergraduate and graduate level. The Department also participates in an interdisciplinary program in International Development, and in an interdisciplinary program in Rural Studies. The successful candidate would be expected to teach courses in research methods and quantitative methods and at least one other area of interest to the Department. Prior teaching experience would be considered an asset. In addition to teaching, duties and responsibilities will include graduate student advising, research, participation in faculty meetings, limited administrative service, and other duties as assigned. Applicants will be expected to have completed a PhD, but applicants without a PhD will be considered. Please forward applications directly to: Dr. Tony Winson, Acting Chair, Department of Sociology and Anthropology, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. Fax 519-837-9561. E-mail inquiries may be directed to twinson@uoguelph.ca. Applicants should include each of the following with their application: A cover letter, a current curriculum vitae, a teaching dossier (including sample course outlines, teaching reviews, and a statement of the applicants teaching philosophy), samples of published articles/books, and the names of three referees. Applications should be received by January 31, 2002. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be will be given priority. This appointment is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

THE UNIVERSITY OF WINDSOR invites applications for a 3-year limited-term position in the area of Social Psychology and Qualitative Methods in the Department of Sociology and Anthropology commencing July 1, 2002. Subject to budgetary approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Lynne Phillips, Head, Sociology and Anthropology, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519.253.3000, Ext. 2150, Fax. 519.971.3621; Email: lynnep@uwindsor.ca.

SPANISH

CONCORDIA UNIVERSITY — The Faculty of Arts and Science, has up to two limited-term appointments available in Spanish, one in 19th and 20th Century Peninsular literature and one in Translation. Please see our full-page display ad in this issue.

THE UNIVERSITY OF WINDSOR invites applications for a tenure-track faculty position in Spanish in the area of Second Language Acquisition commencing July 1, 2002. Subject to budgetary approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Closing Date: January 30/02. Contact: Dr. Susan Wendt-Hildebrandt, Head, Languages, Literatures and Cultures, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519.253.3000, Ext. 2873; Fax: 519.971.3648; Email: swh@uwindsor.ca.

SPORT MANAGEMENT

BROCK UNIVERSITY — Significant growth and interest in the program allows the Department of Sport Management to invite applications for two probationary/tenure-track positions at the associate and/or assistant professor levels effective July 1, 2002. Candidates should have a doctorate in sport management and/or administration, or a closely related field, with expertise in more than one of the following areas: Human Resource Management in Sport Organizations, Ethics in Sport and Sport Organizations, Economics of Sport and the Sport Industry, Research Methods, Financial Practices in Sport and the Sport Industry, Socio-Cultural Perspectives of Sport, Management Concepts in Sport Organizations and Gender Issues in Sport. Preference will be given to candidates who can teach and conduct research in their areas of expertise as well as teach classes in general sport management subjects. Experience working within the sport industry is a significant asset. A letter of application, a curriculum vitae, a statement of research interests, and three letters of reference should be submitted to: Dr. Hilary Findlay, Program Committee Chair, Department of Sport Management, Faculty of Applied Health Sciences, Brock University, St. Catharines, Ontario, L2S 3A1. E-mail: hfindlay@arnie.pec.brocku.ca. Closing date for applications is February 15, 2002. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance among faculty; qualified women and men are equally encouraged to apply. More information on Brock University can be found at the University's website www.BrockU.ca.

STATISTICS

THE UNIVERSITY OF TORONTO (St. George campus) invites applications for a full-time Lecturer position in the Department of Statistics, beginning July 1, 2002. This is a faculty appointment in the teaching stream. Salary will be commensuate with qualifications and experience. The successful candidate will teach courses in statistics and probability, counsel students, and share administrative tasks with the other members of the department. There is opportunity for being involved in statistical consulting through our Statistical Consulting Service. Applicants should have a PhD degree in Statistics, and demonstrated excellence in teaching a variety of applied and theoretical Statistics courses at the University level. Consulting experience and interest/experience in collaborative research with non-statisticians is desirable. Letters of application with curriculum vitae should be sent to Professor Nancy Reid, Chair, Department of Statistics, University of Toronto, Toronto, Ontario, Canada M5S 3G3 by January 31, 2002. Applicants should ask three references to send a letter of recommendation under separate cover to the same address by the stated deadline. Canadian citizens and permanent residents will be considered first for this position. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world, and is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas.

SUMMER SESSION

THE UNIVERSITY OF MANITOBA — Summer Session 2002 may have instructional positions open in courses offered by the following areas: Anthropology, Asian Studies, Classics, Canadian Studies, Economics, English, Film Studies, French, Spanish, Italian, Geography, Interdisciplinary (Introduction to University), Slavic Studies, History, Labour and Workplace Studies, Native Studies, Philosophy, Political Studies, Psychology, Religion, Sociology, Women's Studies, Education, Civil and Geological Engineering, Electrical and Computer Engineering, Preliminary Engineering Program, Family Studies, Foods and Nutrition, Accounting and Finance, Business Administration, Marketing, Nursing, Physical Education and Recreation Studies, Biology, Botany, Chemistry, Computer Science, Environmental Science, Geological Sciences, Mathematics, Microbiology, Physics, Statistics, Zoology, Social Work, Fine Arts, and Music. Normally, successful university teaching experience and a PhD are required. Summer Session 2002 is scheduled in three academic periods, Spring Intersession May 6 - June 25; Spring/Summer Evening May 6 - August 8, and Summer Day July 2 - August 21. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Submissions must be received by January 23, 2002 and should indicate the specific area of teaching interest. Please forward to: Dr. Bill Kops, Director of Summer Session, 138 Continuing Education Complex, The University of Manitoba, Winnipeg MB R3T 2N2.

SURGERY

THE UNIVERSITY OF CALGARY — The Department of Surgery invites applications for an academic position at the Assistant Professor level. While duties include clinical care, teaching and graduate student supervision, 75% of the time will be protected for research. Qualifications include a PhD, a Canadian fellowship or equivalent in Auditory Research, a proven record of excellence in research, and eligibility for certification as an Audiologist in the Province of Alberta. Salary support and generous start up funds are available through successful application to the Alberta Heritage Foundation for Medical Research and/or the Canadian Institutes of Health Research. Please submit a curriculum vitae and a statement of research interests and arrange for three letters of reference to be sent directly, by January 31, 2002 to: Dr. Rene Lafreniere, Head, Department of Surgery, University of Calgary/Foothills Hospital, 1403-29 Street NW, Calgary, Alberta, Canada T2N 2T9. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity.

THEATRE

THE UNIVERSITY OF REGINA — Applications are invited for a tenure stream appointment at the rank of Assistant professor, for a specialist in Theatre Studies, to commence July 1st, 2002. The successful applicant will be required to teach all levels of undergraduate classes in the Theatre Studies area, including courses in Dramaturgy, Canadian Theatre, and playwriting. The successful applicant will also be expected to supervise BA Honour students and assist with the introduction of MA and MFA programs. Applicants should have a PhD or MFA or equivalent, and an active record of teaching and publication. An interest in interdisciplinary activity, alternative theatre, and writing for other media is also desirable, but exceptional candidates with any specialization will be considered. Please submit applications with curriculum vitae, a copy of all university transcripts, a portfolio of relevant work, and the names of three referees who have been asked to send letters by February 15, 2002 to: Kathryn Laurin, Dean, Faculty of Fine Arts, University of Regina, Regina, Sask., Canada, S4S 0A2. The University of Regina is committed to employment equity and welcomes applications from all qualified candidates. Canadian Aboriginal people, persons with disabilities, members of visible minorities, and women are invited to identify themselves as members of these designated groups on their applications. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

THEOLOGICAL STUDIES

CONCORDIA UNIVERSITY — The Faculty of Arts and Science, has one limited-term appointment available in Biblical Studies. Please see our full-page display ad in this issue.

THE UNIVERSITY OF ALBERTA (St. Joseph's College the Roman Catholic undergraduate college) invites applications for a full-time tenure-track position in Catholic Moral Theology at the Assistant Professor level, effective July 1, 2002, subject to final budgetary approval. Applicants should have a completed doctorate with a specialization in moral theology at the time of appointment (ABDs may be considered at the Lecturer rank), an ability to teach in such areas as sexual ethics, social ethics, business ethics and bioethics in the Catholic tradition, and demonstrated excellence in teaching and research. Salary and benefits are competitive. Applicants should submit a letter of application indicating their qualifications for this position, cv, other supporting material (teaching dossier, publications, etc.), and arrange for three confidential letters of reference to be received by February 11, 2002 to: Dr. T.F. Hartnagel, Dean, St. Joseph's College, University of Alberta, Edmonton, AB T6G 2J5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. As a Catholic post-secondary institution, St. Joseph's College bases on the basis of merit and is committed to employment equity. The records arising from this competition will be managed in accordance

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with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). For further information concerning the College see our website: www.ualberta.ca/~stjoseph

VETERINARY MEDICINE

THE UNIVERSITY OF GUELPH — The Department of Clinical Studies, Ontario Veterinary College, is seeking applications for a tenure track faculty position in Small Animal Surgery at the rank of Assistant or Associate Professor. Applicants must have a DVM or equivalent degree, must be licensed or eligible for licensure to practice in the Province of Ontario, and must be a diplomate of the American College of Veterinary Surgeons or in the process of completing residency training. Preference will be given to candidates with an advanced degree and demonstrated research capability. The ideal candidate should have a strong background in clinical surgery and outstanding teaching and communication skills. The successful candidate will work with 8 other surgeons to provide didactic and clinical instruction in Small Animal Surgery and related disciplines to undergraduates, interns, residents and graduate students. Research of a collaborative nature consistent with the research goals of the Department and College is expected. The Ontario Veterinary College (www.ovc.uoguelph.ca) offers high quality programs in undergraduate and postgraduate veterinary training. Numerous research opportunities are supported by several granting agencies and the opportunity for collaboration with three medical schools. The collegial atmosphere in the Department of Clinical Studies is highly supportive of interactions between faculty in a variety of specialty disciplines. Faculty are viewed as our most important resource. The starting date will be negotiable but August 15, 2002 would be preferred. The deadline for applications will be February 15, 2002, or until the position is filled. Contact Dr. S.A. Kruth, Chair, Department of Clinical Studies, Ontario Veterinary College, University of Guelph, Guelph, Ontario, N1G 2W1, (519) 823-8800, ext. 4080, Fax: (519) 767-0311, e-mail: skruth@uoguelph.ca and provide a letter of application, a curriculum vitae and the names of at least three referees. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. This appointment is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

VISUAL ARTS

THE UNIVERSITY OF REGINA — Applications are invited for a tenure-track position in the area of Intermedia at the rank of Assistant Professor to commence July 1, 2002. The Department of Visual Arts is part of The Faculty of Fine Arts at the University of Regina, which is the Centre for Excellence in the Fine Arts in Saskatchewan. In addition to Visual Arts programs in studio, contemporary art theory and art history, other departments in the faculty offer programs in: media production and studies, music performance, composition, history, and theory; theatre performance, production and studies, as well as interdisciplinary programs in the Fine Arts. The city of Regina is home to an extensive, highly vibrant and current visual arts community. The successful applicant will teach undergraduate and graduate studio courses in the area of Intermedia including time-based art practice involving technologies such as; computer, video, and audio and their application in performance and installation art practice. Administrative duties including committee work and graduate supervision are expected. Applicants should possess an M.F.A. degree or equivalent, teaching experience at the university level, an active exhibition record, and substantial knowledge of contemporary visual art issues. The successful candidate will be provided with generous studio space on campus. Please submit a letter of application together with a curriculum vitae, a copy of all university transcripts, 20 slides and/or other relevant documentation of current work, a statement of teaching philosophy, up to 3 reprints of publications (written by you) if applicable and the names and addresses of three referees who have been asked to send letters. Complete application packages should be sent by February 28, 2002 to Kathryn Laurin, Dean, Faculty of Fine Arts, University of Regina, Regina, Saskatchewan, S4S 0A2. The University of Regina is committed to employment equity and welcomes applications from all qualified candidates. Canadian Aboriginal people, persons with disabilities, members of visible minorities and women are invited to identify themselves as members of these designated groups on their applications. In accordance with Canadian immigration regulations this advertisement is directed in the first instance to Canadian citizens and permanent residents.

YORK UNIVERSITY — The Department of Visual Arts, Faculty of Fine Arts, invites applications for two tenure-track positions at the Assistant Professor level: one in Canadian Art History/Studies and one in Contemporary Painting/Studies to commence July 1, 2002. Positions are subject to budgetary approval by the University. The Visual Arts Department of York University is one of the leaders in art practice in Canada. Recent renovations of undergraduate studio spaces, expansion of the MFA studios, and a visual art study centre are contributing to the growth of the department. The department is committed to teaching critical issues in art and art history, and to the ongoing development of programs in all studies and studio areas. Canadian Art History/Studies: The successful applicant will have teaching and research expertise in historical and contemporary Canadian art history, which may encompass aboriginal and/or First Nations cultures. Additional strengths in curatorial studies are desired. Applicants will have the capacity to teach at all levels of the undergraduate and graduate programs. The position requires strong commitments to graduate supervision in the M.A. Art History Program and the forthcoming Diploma in Curatorial Studies, and administrative duties and responsibilities including departmental, faculty and university committees. Applicants must have completed a PhD in a relevant field. Applications will include a detailed curriculum vitae, a statement of teaching philosophy and resent course outlines, one or two resent publications, the names, e-mail, and addresses of three referees. Applicants may consult the York Fine Arts web page for details of program and course offerings at: www.yorku.ca/finearts/. Contemporary Painting/Studies: The successful candidate will be a practising artist with an active exhibition record and expertise in contemporary painting practices, including knowledge of theoretical issues. The candidate will have a capacity to teach painting and critical studies at all levels of the undergraduate and graduate programs. The position requires a strong commitment to graduate supervision in the M.F.A. Studio Program and administrative duties and responsibilities including departmental, faculty and university committees. Applicants must have completed a MFA in a relevant field. Applications will include a detailed curriculum vitae; slides or suitable documentation of current work, a statement of teaching philosophy and resent course outlines, one or two resent publications/catalogues, the names, email, and addresses of three referees. Applicants may consult the York Fine Arts web page for details of program and course offerings at www.yorku.ca/finearts/. Application deadline February 15, 2002. Please address applications to: Yvonne Singer, Chair of Search Committee, Department of Visual Arts, York University, 4700 Keele St., North York, Ontario, M3J 1P3, Email: ysinger@yorku.ca. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Department of Visual Arts welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs/ or a copy can be obtained by calling the affirmative action office at 416-736-5713. Canadian citizens and permanent residents will be considered first for these positions.

VISUAL COMMUNICATION DESIGN

THE NOVA SCOTIA COLLEGE OF ART AND DESIGN invites applications for a Regular Full-Time Appointment at the rank of Assistant Professor, Communication Design Program, in the Design Division. Subject to budgetary and final approval of the Board of Governors, this is a three-year appointment, renewable for continuing appointments. Appointment Date: July 1, 2002. The successful applicant will teach courses in the areas of information, typographic and graphic design, supervise student projects on both undergraduate and graduate levels. S/he will participate in curriculum development and be expected to contribute to the program at all levels. Background experience in visual communication design with expertise in both digital and print applications, a graduate degree in design and related professional work experience is required. Post-secondary teaching experience will be considered an asset. Salary paid will be dependent upon qualifications and according to the Faculty Salary Grid. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Recruitment and hiring practices are in accordance with Article 6 of the Collective Agreement between the Faculty Union and the Board of Governors which is committed to non discrimination. Applications should include a current curriculum vitae, documentation of current work, statement of teaching philosophy, and the names and addresses of three referees. Please direct applications to: Dr. Kenn Gardner Honeychurch, Office of the Vice-President (Academic), Nova Scotia College of Art and Design, 5163 Duke Street, Halifax, NS B3J 3J6, Fax (902) 425-4664. For more information please visit: www.nscad.ns.ca (College Community). A Review of applications will begin March 1, 2002

WOMEN'S STUDIES

BROCK UNIVERSITY — The Centre for Women's Studies and the Department of Sociology invite applications for a probationary (tenure-track) cross-appointment at the rank of Assistant Professor, effective July 1, 2002. The successful candidate will have a recently completed PhD in Women's Studies, Sociology, or a related discipline, evidence of successful undergraduate teaching and will be expected to teach feminist theory and methods (in Women's Studies) and twentieth century/contemporary theory (in Sociology). Other activities include outreach in the Niagara region, evidence of the potential to develop a program of independent research and scholarship in the incumbent's area of specialization, and involvement in the academic community. Applicants should submit by February 15, 2002 a letter of application accompanied by a curriculum vitae, an outline of their research plans, selected reprints of published work, and three letters of reference to: Professor Roberta Robb, Director, Centre for Women's Studies, Brock University, St Cathannes, Ontario, L2S 3A1. Brock University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply, however, Canadians and Permanent residents will be given priority. More information may be found on the Brock University's website at www.brocku.ca

ZOOLOGY

BRANDON UNIVERSITY — Applications are invited for a tenure-track appointment at the Assistant Professor level, specializing in developmental or cellular biology, subject to budgetary approval. A PhD is required, with experience in molecular techniques being strongly preferred. Applicants near completion of an appropriate doctorate will also be considered. We are seeking an enthusiastic and dedicated individual with a commitment to excellence in undergraduate education. The successful candidate will be expected to initiate a strong, externally funded research program. Involvement of undergraduates in research, and collaboration within and beyond Brandon University are encouraged. Deadline for applications: January 31, 2002 or until the position is filled. Start date: August 1, 2002. Salary and Rank Commensurate with qualifications and experience. Applicants should send a Curriculum vitae, a Research Plan, a Teaching Philosophy, and the names of three referees to: Dr. Janet S. Wright, Dean of Science, Brandon University, Brandon, MB R7A 6A9; email: wrightj@bu.brandonu.ca In accordance with Canadian Immigration regulations, this advertisement is directed primarily towards Canadian citizens and permanent residents. Both women and men are encouraged to apply.

ACCOMMODATIONS

SOUTHERN FRANCE PROVENCE — Villa for rent, Sept. 1, 2002 to May 31, 2003. Fully furnished 3 bedroom, large office/library, 1 acre, wooded, inground swimming pool, tennis court, near Aix-en-Provence. $1400 per month plus utilities. Contact Dr. Sandra Beckett at 905-687-7315 or sbeckett@spartan.ac.brocku.ca

FIRENZE/ITALY — Sabbatical/holiday rental — historical centre, attractive one-bedroom apartment, sleeps 2/4. Monthly (4 weeks): Lit 1,500,000 + util; weekly 800,000 (two people) all incl. Spezzotti, Ph + 39-055-245-739, Fx +39-055-247-6266

WANTED — Montreal West Home — for sabbatical/one year rental. Looking for a 3+ bedroom house for the 2002–2003 school year. Dates are flexible. Contact Laurie Litwack at laurie@gmts.nu or 206-999-0749

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EDINBURGH, SCOTLAND — Fully furnished 3-bedroom flat for rent from September 2002 to June 2003. Centrally located (New Town). Alt mod cons inc. central heating, shower, washing machine, and dishwasher. Children welcome. Call Kathryn Chittick or Stephen Brown (705) 741-5252 or (705) 748-1238/1237. Trent University. E-mail: kchittick@trentu.ca or swbrown@trentu.ca

FOR SALE

FOR SALE — VW Westphalia campervan, 1995, 160K km, ex cond., fully equip., available Aug 1 (negotiable), Amsterdam, 519-856-2446, eswilkin@yorku.ca

CAUT ACPPU
BULLETIN

Publisher's Statement
Déclaration de l'éditeur

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with Human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT *Bulletin* may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 - 14th, St. N.W., Washington, DC 20005; tel: 202-737-5900.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques générales. L'ACPPU attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles soient conformes à la loi sur les droits de la personne. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énonçant ces raisons.

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 $ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. A cette fin, on pourra demander aux candidat(e)s à certains postes annoncés dans le *Bulletin* de l'ACPPU de fournir des renseignements à caractère confidentiel.

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. À l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th. St. N.W., Washington, DC 20005; tél: (202)737-5900.

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* Commission de 15 % des agences (illustrations prêtes à photographier)

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AD DEADLINES 2001-2002

The *Bulletin* is published 10 times during the academic year, once a month September through June.

ISSUE	CLASSIFIED	DISPLAY
September	August 7/01	August 14/01
October	September 7/01	September 14/01
November	October 5/01	October 12/01
December	November 7/01	November 14/01
January	December 7/01	December 14/01
February	January 8/02	January 15/02
March	February 7/02	February 14/02
April	March 7/02	March 14/02
May	April 8/02	April 15/02
June	May 7/02	May 14/02

Note: All deadlines are by 12 noon, EST. No changes or cancellations after the deadline

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CAUT BULLETIN

Contact Lynn Braun — Advertising Coordinator

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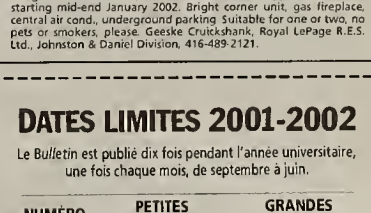

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DATES LIMITES 2001-2002

Le *Bulletin* est publié dix fois pendant l'année universitaire, une fois chaque mois, de septembre à juin.

NUMÉRO	PETITES ANNONCES	GRANDES ANNONCES
Septembre	7 août 01	14 août 01
Octobre	7 septembre 2001	14 septembre 2001
Novembre	5 octobre 2001	12 octobre 2001
Décembre	7 novembre 2001	14 novembre 2001
Janvier	7 décembre 2001	14 décembre 2001
Février	8 janvier 2002	15 janvier 2002
Mars	7 février 2002	14 février 2002
Avril	7 mars 2002	14 mars 2002
Mai	8 avril 20022	15 avril 2002
Juin	7 mai 2002	14 mai 2002

Les dates limites tombent à midi, HNE. Il n'y a aucune modification ou annulation après la date limite

LE **BULLETIN** DE L'**ACPPU**

Veuillez vous adresser à la coordonnatrice de la publicité

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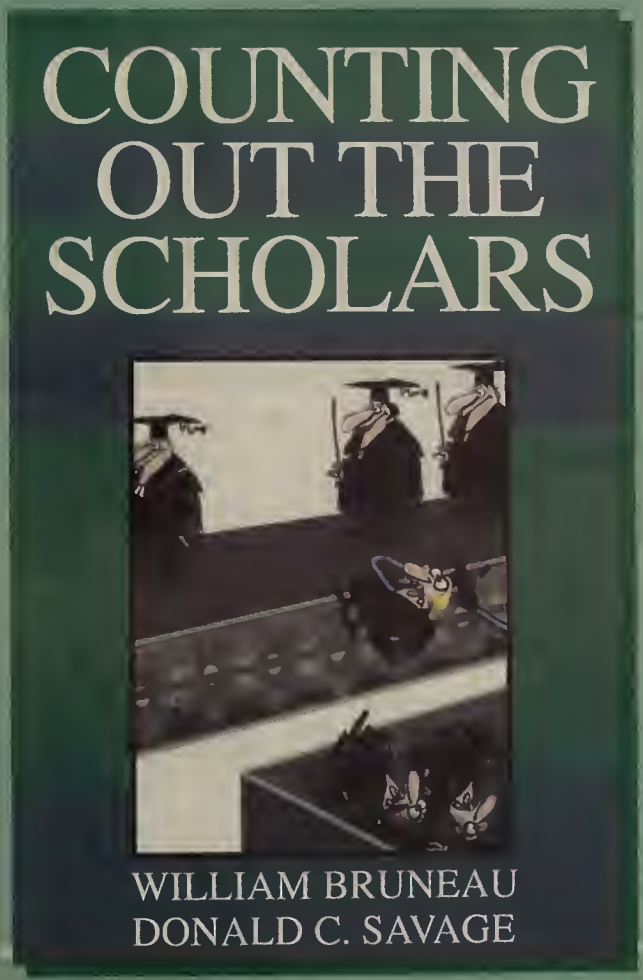

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